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ABSTRACT

The report represents the results of a 1973 survey of senior students in hospital schools of nursing. Prepared by the American Hospital Association (AHA) Division of Career Information, the report is based on data compiled by the AHA Division of Survey Research. More than 11,000 students in 388 schools completed and returned a questionnaire which was divided into three major sections: career goals, career guidance, and individual information. Some of the questions required only checks, others required ranking factors in order of importance, and a few asked for open-ended responses. The study findings underscore the influence of the educational program on job selection. The major findings were that a large percentage of seniors expected to continue their education either on graduation or in the future, that the majority who had accepted job offers selected hospitals as their first employer, that clinical experience appears to influence choice of specialty, and that most students would be willing to work in manpower shortage areas. Several pages of comments interpreting the findings are followed by 41 tables of data. Among the appendixes are the survey questionnaire and tables showing breakdowns of data concerning AHA member and nonmember schools and States and regional data. (Author/AJ)

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# Career goals of hospital school of nursing seniors

# Report of a survey

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CONTENTS


List of Tables . . . . . v
Foreword . . . . . vii
Directions '73: Job or Education? . . . . . 1
Methodology . . . . . 2
Individual Information . . . . . 3
Career Goals . . . . . 4
Career Guidance . . . . . 11
Conclusion . . . . . 13
Tables . . . . . 15
Appendix A: Survey Questionnaire . . . . . 55
Appendix B: Memo to Directors, Hospital Schools of Nursing . . . . . 60
Appendix C: Responses of AHA Member and Nonmember Schools, by State . . 61
Appendix D: Responses of Students in AHA Member and Nonmember Schools, by State . . . . . 62
Appendix E: Classification of States, by Region . . . . . 64
Appendix F: Institutions That Grant Seniors Credit Hours Toward a Degree 65

LIST OF TABLES


| | | |
|---|---|---|
| 1 | Seniors' Plans To Continue Nursing Education | 15 |
| 2 | Specialties in Which Seniors Plan To Continue Their Education | 15 |
| 3 | Educational Goals | 16 |
| 4 | Acceptance by Colleges or Universities | 16 |
| 4A | Acceptance by Colleges or Universities, by Region | 17 |
| 4B | Acceptance by Colleges or Universities, by Metropolitan and Nonmetropolitan Area | 18 |
| 5 | Availability of Challenge Exams from Colleges | 18 |
| 6 | Credit Hours Accepted Toward a Degree and Allowed Through Challenge Exams | 19 |
| 7 | Postgraduation Plans | 19 |
| 7A | Postgraduation Plans, by Region | 20 |
| 7B | Postgraduation Plans, by Metropolitan and Nonmetropolitan Area | 21 |
| 8 | Acceptance of Positions Offered by Diploma-Granting Hospital | 21 |
| 8A | Acceptance of Positions Offered by Diploma-Granting Hospital, by Region | 22 |
| 8B | Acceptance of Positions Offered by Diploma-Granting Hospital, by Metropolitan and Nonmetropolitan Area | 23 |
| 9 | Reasons for Not Accepting Jobs from Diploma-Granting Hospital | 23 |
| 10 | Job Specialties Accepted | 24 |
| 10A | Job Specialties Accepted, by Region | 25 |
| 11 | Title of Position Accepted | 26 |
| 12 | Types of Institutions from Which Positions Were Accepted | 26 |
| 12A | Types of Institutions from Which Positions Were Accepted, by Region. | 27 |
| 13 | Starting Salaries | 28 |
| 13A | Starting Salaries, by Region | 29 |
| 13B | Starting Salaries, by Specialty | 30 |
| 13C | Starting Salaries, by Type of Employer | 31 |
| 14 | Preferred Specialties of Seniors without Jobs | 32 |
| 14A | Preferred Specialties of Seniors without Jobs, by Region | 33 |
| 14B | Preferred Specialties of Seniors without Jobs, by Metropolitan and Nonmetropolitan Area | 34 |
| 15 | Types of Employer Preferred by Seniors Who Have Not Accepted Jobs | 35 |
| 15A | Types of Employer Preferred by Seniors Who Have Not Accepted Jobs, by Region | 36 |
| 15B | Types of Employer Preferred by Seniors Who Have Not Accepted Jobs, by Metropolitan and Nonmetropolitan Area | 37 |
| 16 | Seniors' Willingness To Work in a Manpower Shortage Area | 37 |
| 16A | Seniors' Willingness To Work in a Manpower Shortage Area, by Region. | 38 |
| 16B | Seniors' Willingness To Work in a Manpower Shortage Area, by Metropolitan and Nonmetropolitan Area | 39 |
| 17 | Job Factors of Greatest Importance | 40 |
| 17A | Job Factors of Greatest Importance, by Region | 41 |
| 17B | Job Factors of Greatest Importance, by Metropolitan and Nonmetropolitan Area | 42 |
| 18 | Plans of Seniors Who Do Not Plan To Continue in Nursing after Graduation | 43 |
| 19 | Marital Status and Plans | 43 |
| 20 | Availability of Career Guidance at Schools | 43 |

| | | |
|---|---|---|
| 21 | Types of Career Guidance Offered by Schools and Additional Assistance Needed | 44 |
| 22 | Aids Used by Seniors To Select Jobs or Educational Programs When School Does Not Offer Guidance | 45 |
| 23 | Aids Used by Seniors To Select Jobs | 45 |
| 23A | Aids Used by Seniors To Select Jobs, by Region | 46 |
| 23B | Aids Used by Seniors To Select Jobs, by Metropolitan and Nonmetropolitan Area | 47 |
| 24 | Seniors' Opinions of Their Local Job Market | 47 |
| 24A | Seniors' Opinions of Their Local Job Market, by Region | 48 |
| 24B | Seniors' Opinions of Their Local Job Market, by Metropolitan and Nonmetropolitan Area | 49 |
| 25 | AHA Hospital School Membership Affiliation, Reported by Seniors | 49 |
| 26 | Location of Hospital Schools Surveyed, by Region | 49 |
| 26A | Location of Hospital Schools Surveyed, by Metropolitan and Nonmetropolitan Area | 50 |
| 27 | Sex of Seniors | 51 |
| 27A | Sex of Seniors, by Region | 52 |
| 27B | Sex of Seniors, by Metropolitan and Nonmetropolitan Area | 53 |
| 28 | Ages of Seniors | 53 |
| 29 | Ethnic Background of Seniors | 53 |

# FOREWORD

This report represents the results of a 1973 survey of senior students in hospital schools of nursing. More than 11,000 students completed and returned the questionnaire.

The major findings were that a large percentage of seniors expected to continue their education either upon graduation or in the future, that the majority who had accepted job offers selected hospitals as their first employer, that clinical experience appears to influence choice of specialty, and that most students would be willing to work in manpower shortage areas. The publication should be of value to hospital schools of nursing, institutions of higher education, counseling and placement services, and prospective employers.

The report, prepared by Barbara I. Bloom, director, American Hospital Association Division of Career Information, is based on data from the questionnaires compiled by the staff of the AHA Division of Survey Research under the direction of Lorraine Richter, director, with the assistance of Allen Kuehn, research assistant. Editorial assistance was provided by Carole Bolster, assistant editor, AHA Division of Editorial Services.

# DIRECTIONS '73: JOB OR EDUCATION

What happens to a graduate of a hospital school of nursing? Does she or he start working immediately? Is she interested in continuing her education and eventually getting an advanced degree? What factors are important in selecting a job? What guidance does the student receive in planning for the future?

To find out the answers to these questions and others, the American Hospital Association, at the request of its type VIII membership (hospital schools of nursing), decided to study hospital schools of nursing seniors who had received their diplomas in the spring of 1973. The main purposes of the study were:

- To provide information on the number of students planning to continue their education in both nursing and nonnursing areas.
- To identify factors that influence job choice.
- To indicate the scope and nature of assistance to students in career planning.
- To note implications of the findings to institutions of higher education, hospital schools of nursing, and employers.

## METHODOLOGY

The survey questionnaire (Appendix A) was developed by staff of the Division of Career Information, the Division of Nursing, and the Bureau of Research. The questionnaire was divided into three major sections: career goals, career guidance, and individual information. Some of the questions required only a check, others required ranking factors in order of importance, and a few asked for open-end responses.

Questionnaires were distributed April 1973 to the directors of 545 hospital schools of nursing. A cover memo (Appendix B) asked them to distribute the surveys to members of the 1973 senior class and return the completed forms to the American Hospital Association by May 28.

Of the 545 schools contacted, 6 had closed, 1 returned the questionnaire without identification, 19 responded that the classes already had graduated, and 131 did not respond. The 388 responding schools included 224 type VIII members, or 76.4 percent return, and 164 nonmembers, or 71.7 percent return. A breakdown of member and nonmember schools by state appears in Appendix C. Table 25 shows that 6,834, or 61.5 percent, of the respondents were students from AHA member type VIII schools of nursing. Appendix D breaks down responses among member and nonmember schools by region and state.* The total number of completed questionnaires was 11,292; of these, 11,130 were usable. Elimination of 162 questionnaires from the final tabulation was due to multiple students using one questionnaire, misinterpretation of directions (particularly in the questions requiring ranking), and keypunch errors.

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*Appendix E gives classification of states by region.

## INDIVIDUAL INFORMATION

To describe the universe under consideration, data from section III, "Individual Information," are presented first.

Question IIIB, the location of the school, was included to find out whether differences existed among students from metropolitan and nonmetropolitan areas and from different regions. Metropolitan was defined as "a county or group of contiguous counties that contain one or more cities of at least 50,000 population or twin cities with a combined population of 50,000 or more." As might be anticipated, a majority of respondents, or 81.5 percent, represented metropolitan areas (table 26A). The largest number of students came from the Middle Atlantic and East North Central regions (table 26).

Table 27 shows that only 3.3 percent, or 362, of the respondents were male. With this small percentage, no relevant comparisons to females can be made. The largest percentage of male students was found in the West South Central and Mountain states (table 27A), and more male students were in nonmetropolitan schools than metropolitan (table 27B).

The majority of graduating seniors, 91.3 percent, fell into the 19-to-24 age range (table 28). Only 0.1 percent, or 8, were over 55.

Two factors negated the value of the question, IIIE, on ethnic background. First, the designation "Spanish origin" was omitted, so persons of Spanish origin had to write in the information. Second, the question was optional, so many students omitted it. Consequently, 39 percent of the respondents did not answer this question (table 29). In addition, the 25.1 percent who checked American Indian (native American) is unreasonably high. Of the 6,763 respondents to the question, 4.5 percent marked black. This figure is slightly higher than the 3.3 percent in hospital schools of nursing noted in the 1972-73 edition of Facts about Nursing, published annually by the National League for Nursing.*

Comment: Even though the data on ethnic background are incomplete, the low percentage of students from minority groups indicates a need for more aggressive recruitment and retention. Theoretically, class makeup should reflect the ethnic composition of the community. As nursing becomes more economically competitive with other occupations requiring similar education, more men probably will consider nursing a viable career alternative.

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*Associate degree programs graduated 10.1 percent, according to this study.

## CAREER GOALS

Section I required students to indicate immediate plans after graduation. Following are the responses to the questions and interpretive comments.

A. Education

Q: 1. Do you plan to continue your nursing education upon graduation?

A: Nearly 25 percent of the respondents answered yes, and another 46.2 percent indicated a desire to continue their education eventually (table 1). Only 11.2 percent had no definite plans for further education, and 18.2 percent had not made a decision.

Comment: With 70 percent of graduating seniors planning to continue their nursing education either immediately or in the future, hospital schools should make every effort to work with local colleges and universities to facilitate admission of their graduates at an advanced level.

Q: 1a. If yes, in what specialty area do you plan to continue?

A: Of those responding to this question, the largest percentage, 29, cited nursing. Next were pediatrics, 11.6 percent; anesthesia, 10.8 percent; medical-surgical, 9.1 percent; and intensive care, 8.3 percent (table 2). Those specialties showing less than one percent include rehabilitation, orthopedics, geriatrics, and burn care.

Comment: An accurate analysis of this question is difficult because of the variables. Obviously, some problems existed in the interpretation of the term specialty, unless one broadly defines nursing as a specialty distinct from pediatrics, intensive care, and the like. Also, some students probably had not made a specialty choice at the time and consequently listed the general category of nursing. Possibly, students intending to get a baccalaureate in nursing checked this category. Undoubtedly, clinical experiences influence decisions. For example, if students receive limited or no exposure to rehabilitation, community health, and geriatric settings, few will select these areas for practice or specialized education. The situation can create future problems, as a growing aged population creates a demand for more health services. Consequently, educational programs should seriously consider incorporating more experience in the less glamorous but highly important specialties to encourage students to consider geriatric, rehabilitation, and community nursing. To best utilize available resources, schools should pay more attention to directing adequately prepared nursing manpower to the areas of greatest need. How many of these students actually continue their studies and complete degrees is a question for future studies. Often, intentions do not reflect ultimate actions. It also should be noted that additional training could refer to workshops and conferences as well as degree-granting programs.

Q: 1b. What is your ultimate educational goal?

A: The vast majority of respondents--1,529, or 61.1 percent--marked baccalaureate (table 3). Another 34.3 percent indicated a desire for a master's

degree, and 4.6 percent considered a doctorate as their ultimate educational goal.

Comment: Because a large number of seniors plan to obtain a degree either immediately or in the future, every effort should be made to maximize opportunities for receiving college credit for diploma courses or for taking challenge examinations. The Carnegie Commission supports dropping in and out of the educational system according to individual needs. In other words, the person with family and financial responsibilities should be able to plan her educational program to suit her situation. Today, everyone should be aware that education is a continuing process, that three or four years of a formal program cannot prepare the professional for a lifetime career. In response, hospital schools of nursing might adopt the Carnegie educational philosophy as a selling point for their programs; students should be told that the program prepares them for a job upon graduation and should be encouraged to continue their education throughout their professional careers.

Q: 1c. Have you been accepted at a college or university?

A: Of the 2,700 respondents who plan to continue their nursing education upon graduation, 19.7 percent, or 510, had been accepted by a college (table 4). The majority, 69.5 percent, had not yet applied, and 10.8 percent had applied but had not been accepted. Table 4A shows the breakdown by region. The East North Central region had the highest percentage of seniors accepted at colleges, 21.3 percent, and the East South Central region had the lowest, 12.7 percent. No difference existed between students from metropolitan and nonmetropolitan areas (table 4B).

Comment: The category "have not been accepted" could mean that the student has been rejected, although the general assumption would be that the college had not responded to date. As noted previously, one might question the senior nursing students' intentions, because of the large number who had not applied to an institution of higher education by the spring preceding graduation. It seems unlikely that the students would be unaware of the need to apply early because of growing competition for available student spaces. However, this situation may indicate that hospital schools of nursing should provide more counseling services to students who desire to continue their education immediately upon graduation.

Q: 1d. If yes, indicate the institution.

A: Institutions granting credit toward a degree are listed in Appendix F. For a more detailed report on colleges accepting students from diploma and associate degree programs, see the Directory of Career Mobility Opportunities in Nursing Education, published by the National League for Nursing.

Q: 2. If you have been accepted to a college/university, how many credit hours will you be granted toward a degree?

A: Only 244 of the 510 students accepted by colleges reported on number of credit hours given toward a degree. The largest number, 103, or 42.2 percent, were receiving between 25 and 49 credit hours (table 5). Two students indicated that they would enter college with 125 to 150 credit hours.

Comment: Because this question did not distinguish between the quarter or semester systems, it is difficult to determine exactly how many credits a student needs for a baccalaureate. The fact that 11 students listed more than 100 credit hours may indicate mininterpretation of the question, because colleges and universities on a semester system require only 120 to 130 credits for graduation. When applying to colleges, students should be encouraged to ask for as much credit as allowable toward a degree. If universities in the area of the hospital schools of nursing do not give credit or challenge exams, an effort should be made to work with faculties at these institutions to develop a program to give an acceptable amount of credit to the nursing student.

Q: 3. Does the accepting college offer challenge exams?

a. In clinical nursing subjects

b. In basic sciences

A: More students were receiving credits through examination in the clinical area, 295, or 61.3 percent, than the basic sciences, 255, or 53 percent (table 5). This question does not disclose how many institutions offer challenge exams in both areas, although the results indicate that some colleges give examinations in both.

Q: 3c. If yes, how many credits are allowed through challenge exams?

A: Only 100 students of the 481 reporting that the universities offer challenge exams answered this question (table 6). The highest percentage, 58, were allowed 25 to 49 credits through challenge exams. Two students noted that the universities gave 75 to 99 credit hours through exams.

Comment: This percentage seems extraordinarily high. Again, the response indicates a misunderstanding of the question.

B. Job

Q: 1. Do you plan to work in nursing upon graduation?

A: According to table 7, 98.6 percent, or 10,738, of the students responding to this question plan to work in nursing upon graduation. Only 0.6 percent indicated that they were not going to work in the field, and 0.8 percent were undecided. Tables 7A and 7B indicate little difference in plans of seniors by either region or metropolitan and nonmetropolitan area of the hospital schools of nursing.

Comment: Table 1 shows that 2,700 seniors recorded an intention to continue their education upon graduation. How many plan to combine work and study is unclear. Also, some respondents who already had been accepted at a university may have taken interim positions and, consequently, answered questions on both immediate job and educational plans affirmatively. In an era when many graduates do not work in fields related to their training, the extremely high percentage of students who intend to work in nursing upon graduation stimulates some interesting interpretations. One is that nursing students have made a definite

commitment to the field prior to entering the educational program and/or the commitment is reinforced by the educational experience at the hospital school of nursing. Another is the probability that the job market in nursing offers more stability during economic fluctuations than other occupational areas. It would be interesting to compare the job plans of graduates from the three educational programs preparing registered nurses to determine whether there are any significant differences among them.

Q: 1a. If yes, have you accepted a job at the hospital from which you received your diploma?

A: Of the 10,738 seniors who planned to work upon graduation, 3,744, or 37.5 percent, had accepted positions at the teaching hospital (table 8). More than half, or 62.5 percent, had not accepted a job. Tables 8A and 8B break down the acceptance of positions by region and by institutional location in metropolitan or nonmetropolitan areas.

Comment: A higher percentage could be expected to remain at the home hospital because a major objective of the school would be to prepare and retain nurses for the institution. However, the hospital might not have had any job openings in the student's specialty or desired shift. In some instances the students or institutions may not have made definite commitments at the time the questionnaire was completed.

Q: 2. If you were offered a job at the hospital from which you received your diploma but did not accept, please indicate reasons.

A: Table 9 lists the reasons why students who received offers from their home institutions did not accept the offer. The reason cited most frequently, 47 percent, was "location of the hospital." Next were "wanted to change," 27.8 percent; "better offer," 10.2 percent; "specialization problem," 8.9 percent; "personal problems," 5.9 percent; "previous commitment," 4.2 percent; "military," 0.9 percent; and "other," 2.1 percent.

Comment: The total number of responses for each category actually adds up to 2,574. This total indicates some students cited more than one reason. How many hospitals make an effort to ascertain reasons for refusing job offers is a good question. Those that do and find a high percentage citing location as the primary reason should analyze the problem and emphasize the positive aspects of the institution's location and career opportunities. The recruitment brochures of many businesses and industries devote much space to pointing out the advantages of the location. In some instances this may be difficult but a few positive factors generally can be found, such as clean environment or social involvement with the community.

Q: 3. If you have accepted a job in nursing, please indicate:

a. Specialty area

A: As noted in table 10, the great majority of graduating seniors, 45.1 percent, had accepted positions in the medical-surgical area. The only other two areas with a percentage higher than 10 were intensive care (11.4 percent) and pediatrics (10.2 percent).

Comment: Surprisingly, 13 seniors plan to become midwives upon graduation. The response, of course, does not indicate whether additional training is connected with the position. As anticipated, only 1.1 percent of the seniors had accepted jobs in geriatrics. Specialty placement undoubtedly reflects availability of positions as well as individual choice. Choice probably is based to a degree on exposure to an area during the educational program. Table 10A breaks down the positions accepted by region.

Q: 3b. Position (title)

A: All 7,090 students who responded to this question answered "registered nurse" (table 11).

Comment: It was hoped that students would specify titles, such as staff nurse, rather than the occupation, to show whether any graduate's first job might be supervisory.

Q: 3c. Type of institution or agency

A: Of the seniors who had accepted employment prior to graduation, 96.1 percent chose jobs in hospitals (table 12). The remaining students were split among clinics (1.2 percent), military (0.9 percent), nursing home (0.8 percent), physician's office (0.5 percent), osteopathic institution (0.3 percent), prison (0.2 percent), and industry (0.1 percent). Table 12A shows the breakdown by region. The Mountain states were the only region that varied significantly from the overall figures; 89.3 percent chose jobs in hospitals, and more than 5 percent opted for nursing positions with the military. One might surmise that the educational program in a hospital school of nursing provides positive reinforcement and direction in job site selection.

Q: 3d. Starting salaries

A: Salaries of students who had accepted positions ranged from $4,000 to more than $13,000 in 1973 (table 13). Most salaries fell into the $7,000-to-$9,999 range (88.5 percent), with the median falling in the $8,000-to-$8,999 category (41.5 percent). Twenty-five percent of all the seniors responding accepted positions paying $9,000 or more. The median was lower ($7,000 to $7,999) for seniors attending schools in the South Atlantic and West South Central regions, and the median was higher ($9,000 to $9,999) in the Pacific region (table 13A). Starting salaries by specialty and type of institution are presented in tables 13B and 13C.

Q: 4. If you plan to stay in nursing, but <u>have not</u> accepted a position, . . .

a. Check the area in which you intend to practice.

A: Table 14 shows that the first choice, medical-surgical (41.9 percent), coincided with the first choice of students who had accepted positions (table 10). The second choice, however, differed radically. In this instance, 30.4 percent selected pediatrics. Intensive care, which was the second choice of students with jobs, ended up the 10th choice of students

without positions. Again, geriatrics, rehabilitation, and clinicians had few proponents. Table 14A presents data on specialties by region. One notable difference appears in the South Atlantic region, where pediatrics and maternity nursing are the first and second choices. In six regions, not one student chose midwifery or burn care; in five regions, no students selected community health or rehabilitation. Few differences are found between students in metropolitan and nonmetropolitan schools (table 14B).

Q: 4b. In order of desirability (from 1 high to 5 low), rank the type of employer you prefer.

A: The first choice of the majority of respondents, 2,105, or 66.2 percent, was the hospital; the clinic followed, 7.2 percent (table 15). Clinic ranked first as the second and third choices of respondents. A small but significant number--53, or 1.7 percent--selected self-employment as first choice. Table 15A gives the first choice of employer by region; variations appear in the choices of students from the East South Central and West South Central regions. In the former, a lower percentage chose the hospital as the first choice (59.6 percent) and in the latter a higher percentage did (76.7 percent).

Comment: Because one would surmise that self-employment took the form of a nursing clinician or practitioner, this response is surprising. Table 14 shows that few opted for this specialty. Apparently, students who had not accepted positions tended to consider more options than students placed prior to graduation (compare tables 12 and 15).

Q: 5. If you plan to stay in nursing, . . .

a. Would you work in a manpower shortage area such as an inner-city hospital, rural health center, or Indian reservation?

A: Of the 10,577 students who answered this question, 66.6 percent responded affirmatively (table 16). Nearly 24 percent were undecided. Table 16A gives the figures according to region. The significant difference here is in the Mountain region, where 77.5 percent of the students would work in a manpower shortage area. This willingness may reflect the demography of the region and more medically underserved places. Table 16B shows the negligible differences between metropolitan and nonmetropolitan area students. Obviously, location of school did not influence the response to this question.

Comment: Of course, this question was general and did not ask how many students would accept jobs in manpower shortage areas. Nevertheless, the strong response indicates the students would consider work in these areas without such strings as loan forgiveness. If this attitude prevails, then perhaps capitation grants, scholarships, and loans tied to written agreement of servitude are unnecessary. What may be needed are better recruitment and informational campaigns about job openings in manpower shortage areas and more assistance in matching graduates with jobs.

Q: 5b. Rank the five job factors of greatest importance to you (from 1 high to 5 low).

A: Personal satisfaction ranked as first choice for 47.5 percent of the respondents, and type of job ranked first for 15.1 percent (table 17). Type of job was cited most often as second choice (15.9 percent), and salary achieved top spot in the third-choice category (18.6 percent). Table 17A shows the first choice, by region; it adheres closely to the general trend, with personal satisfaction and type of job at the top of the list. Table 17B, with the breakdown by metropolitan and nonmetropolitan areas, also supports the basic findings.

Comment: It is not surprising that nursing students would list personal satisfaction as their primary concern in selecting a job. A great deal of emphasis is placed on self-fulfillment and individual needs by today's younger population. Table 17 underscores the fact that fringe benefits at this age are not important. Somewhat contradictory is the location factor, which had relatively light response (6.3 percent in first-choice category), because this is a major reason cited by students not accepting jobs from their parent institution.

Q: 6. If you are not continuing in nursing after graduation, what do you plan to do?

A: Of the 69 students who did not plan to enter nursing (table 7), only 37 responded to this question: 12 plan to continue education, 10 don't intend to work, and 15 gave diverse reasons not recorded (table 18).

C. Marriage

Q: 1. Are you married?

A: Slightly more than 20 percent of the respondents were married; another 28.5 percent planned to marry within a year; and 48.2 percent had no immediate marriage plans (table 19).

Comment: A future survey might correlate marital status with work plans to see if differences exist in relation to such factors as location, specialty, and the like.

## CAREER GUIDANCE

Section II covered selected aspects of career guidance and job placement. The major objectives were to find out the extent of career guidance provided by hospital schools of nursing to their students and the methods used by students to select jobs or programs of higher education.

Q: A. Does your school offer career guidance to seniors?

A: The majority of respondents, 66 percent, indicated that their schools had career guidance services available (table 20).

Comment: This question, of course, does not disclose either the number of schools with career guidance represented in the survey or the extent of the services. In returning the survey, one nursing school administrator took exception to the students' response to lack of services and pointed out that the school did have a program but the students "did not really understand the information that was requested."

Q: 1. If yes, what form does this guidance take?

A: Personal counseling was the most frequently mentioned form, 41.6 percent. It was followed by printed literature, 32.6 percent; employer visits, 19.4 percent; and career days, 11.6 percent (table 21). Other forms identified by respondents were team leadership, professional adjustment, and job opportunities.

Comment: Obviously, many schools have more than one form of career guidance, because respondents checked multiple answers. Printed literature may refer to professional periodicals with classified listings as well as brochures on specific job categories such as the armed services, public health, federal facilities, and the like. An unanswered question is how many schools encourage employer visits versus how many consider such visits negatively because of competition for graduates.

Q: 2. What additional assistance would have helped you in selecting a job or a higher education program?

A: Personal counseling was cited most often by respondents (3.2 percent). Career day was second, 3.1 percent; employer visits third, 2.8 percent; and printed literature fourth, 2.5 percent (table 21).

Comment: Because of the diversity of responses, the largest category, "other" (6.7 percent), was not broken down. Obviously, the few who answered this question duplicated the categories listed in question A1. Again, students often listed more than one form of guidance.

Q: B. If your school does <u>not</u> offer career guidance, what aids did you use in selecting a job or a higher education program?

A: In a number of cases, students checked more than one category. "Personal efforts," or "myself," was the most often used aid, 59.8 percent. This was

followed by personal contact, 25.9 percent; nursing journal ad, 18.8 percent; and word of mouth, 12.8 percent (table 22). Such traditional methods of job recruitment as newspaper ad, hospital recruiter, or employment agency were rarely used.

Comment: Although this question did not separate the responses of students entering the job market from those continuing their education, aids such as nursing journal ad, employment agency, and hospital recruiter relate specifically to job placement.

Q: C. If you have accepted a position in nursing, how did you find it? (Check all applicable categories.)

A: Those students who had accepted jobs cited personal contact as the most frequent method of obtaining a position, 65.5 percent. Next were word of mouth, 30.7 percent; myself, 14.8 percent; and hospital/health agency recruiter, 12.8 percent (table 23). Other methods identified were nursing journal ad, 6.5 percent; newspaper ad, 3.8 percent; and employment agency, 0.3 percent. Table 23A presents the data by region, and table 23B breaks data down according to metropolitan and nonmetropolitan areas.

Comment: Few students seeking jobs use employment agencies. Nursing journal ads appear to be more effective than newspaper ads. However, neither recruitment tool had much influence on job selection. Employers undoubtedly are aware by this time that personal contact by professionals and word of mouth are the most successful methods of attracting health personnel.

Q: D. How is the job market for nurses in your area?

A: According to 40.8 percent of the respondents, the market in their area was good (table 24). Another 30.1 percent considered the market fair, 12.1 percent indicated it was poor, and 11.9 percent thought the market was excellent. Only 5.1 percent had no idea of the local job market. Table 24A breaks down the responses by region, and table 24B presents the data in relation to metropolitan and nonmetropolitan schools.

Comment: The students appear to be aware of the current job situation. The question, of course, does not indicate job market differences among shifts or specialties. The regional figures show that the market was poorest in the Middle Atlantic and Mountain areas and best in the South Atlantic and West South Central areas. Whether graduates will go where the jobs are requires further exploration. Students in nonmetropolitan hospital schools of nursing generally viewed the job market worse in their areas than students in metropolitan areas. Considering the fact that more medically underserved areas are found in nonmetropolitan than in metropolitan areas, one wonders if this is a realistic assessment.

## CONCLUSION

If nothing else, the study underscores the influence of the educational program on job selection of the nursing student. Amount of exposure to clinical areas certainly affects choice. If a student has not had experience in certain areas, she is not likely to select them for practice. With an aged population that will demand more health services, it is essential for schools to provide more positive experiences with this group. More emphasis also needs to be placed on rehabilitation and community medicine.

Another point brought out in the study is that hospital schools of nursing produce graduates who prefer working in hospitals. Thus, the schools not only ensure themselves of a continuous supply of professional personnel, but also educate nurses for other institutions.

Finally, it appears that the majority of graduates from hospital schools of nursing plan to continue their education, either immediately or in the future. This means that every effort should be made to enable the graduates of hospital schools of nursing to receive advanced standing and maximum credit toward a degree.

Table 1--SENIORS' PLANS TO CONTINUE NURSING EDUCATION AFTER GRADUATION

| Education plans | No. | % |
|---|---|---|
| Plan to continue eventually | 5,121 | 46.2 |
| Plan to continue | 2,700 | 24.4 |
| Do not plan to continue | 1,240 | 11.2 |
| Undecided | 2,020 | 18.2 |
| Total reporting | 11,081 | 100.0 |
| Total nonreporting | 49 | |

Table 2--SPECIALTIES IN WHICH SENIORS PLAN TO CONTINUE THEIR EDUCATION

| Specialty | No. | % |
|---|---|---|
| Nursing | 633 | 29.0 |
| Pediatrics | 254 | 11.6 |
| Anesthesia | 235 | 10.8 |
| Medical-surgical | 200 | 9.1 |
| Intensive care | 181 | 8.3 |
| Obstetrics | 165 | 7.5 |
| Coronary care | 157 | 7.2 |
| Public health | 115 | 5.3 |
| Emergency department | 57 | 2.6 |
| Midwife | 47 | 2.2 |
| Operating room | 43 | 2.0 |
| Clinician | 43 | 2.0 |
| Community health | 23 | 1.0 |
| Rehabilitation | 19 | 0.9 |
| Orthopedics | 13 | 0.6 |
| Geriatrics | 9 | 0.4 |
| Burn care | 6 | 0.3 |
| Total reporting* | 2,186 | 100.0 |
| Total nonreporting | 514 | |

*Percentage totals more than 100, because students checked more than one answer.

Table 3--EDUCATIONAL GOALS

| Degree | No. | % |
|---|---|---|
| Baccalaureate | 1,529 | 61.1 |
| Master's | 858 | 34.3 |
| Doctorate | 114 | 4.6 |
| Total reporting | 2,501 | 100.0 |
| Total nonreporting | 199 | |

Table 4--ACCEPTANCE BY COLLEGES OR UNIVERSITIES

| College acceptance | No. | % |
|---|---|---|
| Have been accepted | 510 | 19.7 |
| Have not been accepted | 278 | 10.8 |
| Have not applied yet | 1,796 | 69.5 |
| Total reporting | 2,584 | 100.0 |
| Total nonreporting | 116 | |

Table 4A--ACCEPTANCE BY COLLEGES OR UNIVERSITIES, BY REGION

| College acceptance | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Have been accepted | 63 | 18.9 | 137 | 19.0 | 46 | 20.4 | 138 | 21.3 | 14 | 12.7 | 57 | 18.1 | 30 | 26.8 | 4 | 21.1 | 21 | 20.8 | 510 | 19.7 |
| Have not been accepted | 51 | 15.3 | 89 | 12.4 | 20 | 8.8 | 53 | 8.2 | 12 | 10.9 | 27 | 8.6 | 11 | 9.8 | 5 | 26.3 | 10 | 9.9 | 278 | 10.8 |
| Have not applied yet | 220 | 65.9 | 494 | 68.6 | 160 | 70.8 | 456 | 70.5 | 84 | 76.4 | 231 | 73.3 | 71 | 63.4 | 10 | 52.6 | 70 | 69.3 | 1,796 | 69.5 |
| Total reporting* | 334 | 100.0 | 720 | 100.0 | 226 | 100.0 | 647 | 100.0 | 110 | 100.0 | 315 | 100.0 | 112 | 100.0 | 19 | 100.0 | 101 | 100.0 | 2,584 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 116 | |

*New England totals more than 100%, because students checked more than one answer.

Table 4B--ACCEPTANCE BY COLLEGES OR UNIVERSITIES, BY METROPOLITAN AND NONMETROPOLITAN AREA

| College acceptance | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Have been accepted | 416 | 19.7 | 86 | 19.7 | 8 | 510 | 19.7 |
| Have not been accepted | 228 | 10.8 | 49 | 11.2 | 1 | 278 | 10.8 |
| Have not applied yet | 1,464 | 69.4 | 301 | 69.0 | 31 | 1,796 | 69.5 |
| Total reporting* | 2,108 | 100.0 | 436 | 100.0 | 40 | 2,584 | 100.0 |
| Total nonreporting | | | | | | 116 | |

*Some percentages total more than 100, because students checked more than one answer.

Table 5--AVAILABILITY OF CHALLENGE EXAMS FROM COLLEGES

| Availability | Type of challenge exam | | | |
|---|---|---|---|---|
| | Clinical nursing | | Basic sciences | |
| | No. | % | No. | % |
| Offered | 295 | 61.3 | 255 | 53.0 |
| Not offered | 186 | 38.7 | 226 | 47.0 |
| Total reporting | 481 | 100.0 | | |
| Total nonreporting | 29 | | | |

Table 6--CREDIT HOURS ACCEPTED TOWARD A DEGREE AND ALLOWED THROUGH CHALLENGE EXAMS

| Credit hours | Accepted toward a degree | | Allowed through exams | |
|---|---|---|---|---|
| | No. | % | No. | % |
| 1-24 | 46 | 18.9 | 25 | 25.0 |
| 25-49 | 103 | 42.2 | 58 | 58.0 |
| 50-74 | 53 | 21.7 | 15 | 15.0 |
| 75-99 | 31 | 12.7 | 1 | 2.0 |
| 100-124 | 9 | 3.7 | 0 | 0.0 |
| 125-150 | 2 | 0.8 | 0 | 0.0 |
| Total reporting | 244 | 100.0 | 100 | 100.0 |
| Total nonreporting | 266 | | 410 | |

Table 7--POSTGRADUATION PLANS

| Plan | No. | % |
|---|---|---|
| Plan to work in nursing | 10,738 | 98.6 |
| Do not plan to work in nursing | 69 | 0.6 |
| Undecided | 89 | 0.8 |
| Total reporting | 10,896 | 100.0 |
| Total nonreporting | 234 | |

Table 7A--POSTGRADUATION PLANS, BY REGION

| Plan | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Plan to work in nursing | 1,365 | 98.7 | 2,851 | 98.9 | 985 | 98.4 | 2,750 | 98.5 | 456 | 98.1 | 1,514 | 98.2 | 353 | 98.3 | 105 | 99.1 | 359 | 97.8 | 10,738 | 98.6 |
| Do not plan to work in nursing | 5 | 0.4 | 13 | 0.4 | 7 | 0.7 | 15 | 0.5 | 5 | 1.1 | 18 | 1.2 | 2 | 9.6 | 0 | 0.0 | 4 | 1.1 | 69 | 0.6 |
| Undecided | 13 | 0.9 | 19 | 0.7 | 9 | 0.9 | 26 | 0.9 | 4 | 0.9 | 9 | 0.6 | 4 | 1.1 | 1 | 0.9 | 4 | 1.1 | 89 | 0.8 |
| Total reporting* | 1,383 | 100.0 | 2,883 | 100.0 | 1,001 | 100.0 | 2,791 | 100.0 | 465 | 100.0 | 1,541 | 100.0 | 359 | 100.0 | 106 | 100.0 | 367 | 100.0 | 10,896 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 234 | |

*Some percentages total more than 100, because students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 7B--POSTGRADUATION PLANS, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Plan | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Plan to work in nursing | 8,658 | 98.5 | 1,947 | 98.6 | 133 | 10,738 | 98.6 |
| Do not plan to work in nursing | 56 | 0.6 | 13 | 0.7 | 0 | 69 | 0.6 |
| Undecided | 72 | 0.8 | 15 | 0.7 | 2 | 89 | 0.8 |
| Total reporting* | 8,786 | 100.0 | 1,975 | 100.0 | 135 | 10,896 | 100.0 |
| Total nonreporting | | | | | | 234 | |

*Where the percentage totals less than 100, some students did not answer the question.

Table 8--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL

| Acceptance | No. | % |
|---|---|---|
| Have not accepted a position | 6,243 | 62.5 |
| Have accepted a position | 3,744 | 37.5 |
| Total reporting | 9,987 | 100.0 |
| Total nonreporting | 751 | |

Table 8A--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL, BY REGION

| Acceptance | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Have not accepted a position | 730 | 58.4 | 1,661 | 64.2 | 539 | 57.1 | 1,614 | 62.4 | 280 | 65.6 | 917 | 64.2 | 186 | 55.5 | 64 | 68.1 | 252 | 75.7 | 6,243 | 62.5 |
| Have accepted a position | 521 | 41.6 | 928 | 35.8 | 405 | 42.9 | 972 | 37.6 | 147 | 34.4 | 511 | 35.8 | 149 | 44.5 | 30 | 31.9 | 81 | 24.3 | 3,744 | 37.5 |
| Total reporting | 1,251 | 100.0 | 2,589 | 100.0 | 944 | 100.0 | 2,586 | 100.0 | 427 | 100.0 | 1,428 | 100.0 | 335 | 100.0 | 94 | 100.0 | 333 | 100.0 | 9,987 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 751 | |

Table 8B--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Acceptance | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Have not accepted a position | 4,933 | 61.1 | 1,236 | 69.0 | 74 | 6,243 | 62.5 |
| Have accepted a position | 3,144 | 38.9 | 555 | 31.0 | 45 | 3,744 | 37.5 |
| Total reporting | 8,077 | 100.0 | 1,791 | 100.0 | 119 | 9,987 | 100.0 |
| Total nonreporting | | | | | | 751 | |

Table 9--REASONS FOR NOT ACCEPTING JOBS FROM DIPLOMA-GRANTING HOSPITAL

| Reason | No. | % |
|---|---|---|
| Location | 1,128 | 47.0 |
| Wanted to change | 668 | 27.8 |
| Better offer | 246 | 10.2 |
| Specialization problem | 215 | 8.9 |
| Personal problem | 142 | 5.9 |
| Previous commitment | 102 | 4.2 |
| Military | 22 | 0.9 |
| Other | 51 | 2.1 |
| Total reporting* | 2,402 | 100.0 |
| Total nonreporting | 3,836 | |

*Percentage totals more than 100, because students checked more than one answer.

Table 10--JOB SPECIALTIES ACCEPTED

| Specialty | No. | % |
|---|---|---|
| Medical-surgical | 2,902 | 45.1 |
| Intensive care | 732 | 11.4 |
| Pediatrics | 658 | 10.2 |
| Obstetrics | 519 | 8.1 |
| Operating room | 332 | 5.2 |
| Emergency department | 261 | 4.1 |
| Coronary care | 219 | 3.4 |
| Orthopedics | 164 | 2.5 |
| Geriatrics | 71 | 1.1 |
| Rehabilitation | 39 | 0.6 |
| Burn care | 16 | 0.2 |
| Nursing | 14 | 0.2 |
| Public health | 14 | 0.2 |
| Midwife | 13 | 0.2 |
| Anesthesia | 11 | 0.2 |
| Clinician | 4 | 0.1 |
| Other | 468 | 7.3 |
| Total reporting* | 6,437 | 100.0 |
| Total nonreporting | 1,372 | |

*Percentage totals more than 100, because students checked more than one specialty.

Table 10A--JOB SPECIALTIES ACCEPTED, BY REGION

| Specialty | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Medical-surgical | 491 | 52.7 | 748 | 46.8 | 243 | 36.8 | 767 | 45.9 | 112 | 43.2 | 385 | 44.2 | 65 | 27.4 | 24 | 38.1 | 67 | 45.9 | 2,902 | 45.1 |
| Intensive care | 96 | 10.3 | 173 | 10.8 | 104 | 15.8 | 180 | 10.8 | 39 | 15.0 | 72 | 8.3 | 38 | 16.0 | 3 | 4.8 | 27 | 18.5 | 732 | 11.4 |
| Pediatrics | 98 | 10.5 | 155 | 9.7 | 71 | 10.8 | 187 | 11.2 | 20 | 7.7 | 85 | 9.8 | 27 | 11.4 | 5 | 7.9 | 10 | 6.8 | 658 | 10.2 |
| Obstetrics | 42 | 4.5 | 129 | 8.1 | 70 | 10.6 | 124 | 7.4 | 19 | 7.3 | 91 | 10.5 | 29 | 12.2 | 9 | 14.3 | 6 | 4.1 | 519 | 8.1 |
| Operating room | 61 | 6.6 | 98 | 6.1 | 47 | 7.1 | 59 | 3.5 | 10 | 3.9 | 37 | 4.3 | 8 | 3.4 | 7 | 11.1 | 5 | 3.4 | 332 | 5.2 |
| Emergency department | 23 | 2.5 | 73 | 4.6 | 34 | 5.2 | 67 | 4.0 | 17 | 6.6 | 25 | 2.9 | 13 | 5.5 | 2 | 3.2 | 7 | 4.8 | 261 | 4.1 |
| Coronary care | 26 | 2.8 | 34 | 2.1 | 14 | 2.1 | 61 | 3.7 | 19 | 7.3 | 34 | 3.9 | 21 | 8.9 | 2 | 3.2 | 8 | 5.5 | 219 | 3.4 |
| Orthopedics | 19 | 2.0 | 16 | 1.0 | 16 | 2.4 | 55 | 3.3 | 6 | 2.3 | 35 | 4.0 | 11 | 4.6 | 2 | 3.2 | 4 | 2.7 | 164 | 2.5 |
| Geriatrics | 9 | 1.0 | 26 | 1.6 | 6 | 0.9 | 14 | 0.8 | 1 | 0.4 | 13 | 1.5 | 2 | 0.8 | 0 | 0.0 | 0 | 0.0 | 71 | 1.1 |
| Rehabilitation | 5 | 0.5 | 15 | 0.9 | 2 | 0.3 | 9 | 0.6 | 0 | 0.0 | 4 | 0.5 | 2 | 0.8 | 1 | 1.6 | 1 | 0.7 | 39 | 0.6 |
| Burn care | 1 | 0.1 | 0 | 0.0 | 1 | 0.1 | 5 | 0.3 | 2 | 0.8 | 3 | 0.3 | 2 | 0.8 | 0 | 0.0 | 2 | 1.4 | 16 | 0.2 |
| Nursing | 2 | 0.2 | 2 | 0.1 | 1 | 0.1 | 2 | 0.1 | 2 | 0.8 | 3 | 0.3 | 1 | 0.4 | 1 | 1.6 | 0 | 0.0 | 14 | 0.2 |
| Public health | 0 | 0.0 | 1 | 0.1 | 4 | 0.6 | 4 | 0.2 | 0 | 0.0 | 4 | 0.5 | 0 | 0.0 | 1 | 1.6 | 0 | 0.0 | 14 | 0.2 |
| Midwife | 1 | 0.1 | 1 | 0.1 | 2 | 0.3 | 4 | 0.2 | 3 | 1.2 | 0 | 0.0 | 2 | 0.8 | 0 | 0.0 | 0 | 0.0 | 13 | 0.2 |
| Anesthesia | 7 | 0.8 | 0 | 0.0 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 2 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 11 | 0.2 |
| Clinician | 0 | 0.0 | 0 | 0.0 | 3 | 0.5 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 0.1 |
| Other | 50 | 5.4 | 127 | 8.0 | 42 | 6.4 | 131 | 7.8 | 9 | 3.5 | 78 | 8.9 | 16 | 6.8 | 6 | 9.5 | 9 | 6.2 | 468 | 7.3 |
| Total reporting* | 931 | 100.0 | 1,598 | 100.0 | 660 | 100.0 | 1,672 | 100.0 | 259 | 100.0 | 871 | 100.0 | 237 | 100.0 | 63 | 100.0 | 146 | 100.0 | 6,437 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 1,372 | |

*Some percentages total more than 100, because students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 11--TITLE OF POSITION ACCEPTED

| Title | No. | % |
|---|---|---|
| Registered nurse | 7,090 | 100.0 |
| Total reporting | 7,090 | 100.0 |
| Total nonreporting | 719 | |

Table 12--TYPES OF INSTITUTIONS FROM WHICH POSITIONS WERE ACCEPTED

| Institution | No. | % |
|---|---|---|
| Hospital | 6,710 | 96.1 |
| Clinic | 81 | 1.2 |
| Military | 65 | 0.9 |
| Nursing home | 53 | 0.8 |
| Physician's office | 33 | 0.5 |
| Osteopathic | 18 | 0.3 |
| Prison | 16 | 0.2 |
| Industry | 6 | 0.1 |
| Total reporting | 6,982 | 100.0 |
| Total nonreporting | 827 | |

Table 12A--TYPES OF INSTITUTIONS FROM WHICH POSITIONS WERE ACCEPTED, BY REGION

| Institution | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Hospital | 968 | 97.9 | 1,617 | 96.2 | 673 | 95.5 | 1,777 | 96.0 | 274 | 97.2 | 942 | 95.2 | 241 | 97.2 | 67 | 89.3 | 151 | 94.4 | 6,710 | 96.1 |
| Clinic | 5 | 0.5 | 14 | 0.8 | 9 | 1.3 | 27 | 1.5 | 2 | 0.7 | 17 | 1.7 | 3 | 1.2 | 2 | 2.7 | 2 | 1.2 | 81 | 1.2 |
| Military | 2 | 0.2 | 12 | 0.7 | 11 | 1.6 | 9 | 0.5 | 4 | 1.4 | 17 | 1.7 | 0 | 0.0 | 4 | 5.3 | 6 | 3.8 | 65 | 0.9 |
| Nursing home | 9 | 0.9 | 21 | 1.2 | 1 | 0.1 | 12 | 0.6 | 0 | 0.0 | 9 | 0.9 | 1 | 0.4 | 0 | 0.0 | 0 | 0.0 | 53 | 0.8 |
| Physician's office | 1 | 0.1 | 3 | 0.2 | 7 | 1.0 | 13 | 0.7 | 2 | 0.7 | 4 | 0.4 | 2 | 0.8 | 0 | 0.0 | 1 | 0.6 | 33 | 0.5 |
| Osteopathic | 0 | 0.0 | 4 | 0.2 | 0 | 0.0 | 12 | 0.6 | 0 | 0.0 | 1 | 0.1 | 1 | 0.4 | 0 | 0.0 | 0 | 0.0 | 18 | 0.3 |
| Prison | 1 | 0.1 | 10 | 0.6 | 3 | 0.4 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 1.3 | 0 | 0.0 | 16 | 0.2 |
| Industry | 3 | 0.3 | 0 | 0.0 | 1 | 0.1 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 1.3 | 0 | 0.0 | 6 | 0.1 |
| Total reporting* | 989 | 100.0 | 1,681 | 100.0 | 705 | 100.0 | 1,852 | 100.0 | 282 | 100.0 | 990 | 100.0 | 248 | 100.0 | 75 | 100.0 | 160 | 100.0 | 6,982 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 827 | |

*Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 13--STARTING SALARIES

| Salary | No. | % |
|---|---|---|
| $ 0-4,000 | 2 | * |
| $ 4,001-4,999 | 10 | 0.1 |
| $ 5,000-5,999 | 32 | 0.5 |
| $ 6,000-6,999 | 274 | 4.2 |
| $ 7,000-7,999 | 1,886 | 28.7 |
| $ 8,000-8,999 | 2,729 | 41.5 |
| $ 9,000-9,999 | 1,206 | 18.3 |
| $10,000-10,999 | 375 | 5.7 |
| $11,000-11,999 | 56 | 0.9 |
| $12,000-12,999 | 4 | 0.1 |
| $13,000-13,999 | 2 | * |
| Total reporting | 6,576 | 100.0 |
| Total nonreporting | 1,233 | |

* Less than 0.1 percent.

Table 13A--STARTING SALARIES, BY REGION

| Salary | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| $ 0- 4,000 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | * |
| $ 4,001- 4,999 | 0 | 0.0 | 3 | 0.2 | 2 | 0.3 | 3 | 0.2 | 2 | 0.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 10 | 0.1 |
| $ 5,000- 5,999 | 1 | 0.1 | 3 | 0.2 | 12 | 1.8 | 8 | 0.4 | 1 | 0.4 | 5 | 0.5 | 1 | 0.4 | 0 | 0.0 | 1 | 0.7 | 32 | 0.5 |
| $ 6,000- 6,999 | 22 | 2.3 | 72 | 4.6 | 54 | 8.1 | 36 | 2.0 | 16 | 6.5 | 57 | 6.2 | 6 | 2.6 | 5 | 7.7 | 6 | 4.3 | 274 | 4.2 |
| $ 7,000- 7,999 | 190 | 20.3 | 396 | 25.1 | 297 | 44.8 | 370 | 20.7 | 102 | 41.5 | 332 | 35.8 | 145 | 61.7 | 38 | 58.5 | 16 | 11.4 | 1,886 | 28.7 |
| $ 8,000- 8,999 | 498 | 53.1 | 581 | 36.8 | 205 | 30.9 | 857 | 48.0 | 112 | 45.5 | 366 | 39.5 | 46 | 19.6 | 19 | 29.2 | 45 | 32.1 | 2,729 | 41.5 |
| $ 9,000- 9,999 | 200 | 21.3 | 247 | 15.7 | 82 | 12.4 | 425 | 23.8 | 13 | 5.3 | 157 | 17.0 | 33 | 14.0 | 3 | 4.6 | 46 | 32.9 | 1,206 | 18.3 |
| $10,000-10,999 | 25 | 2.7 | 228 | 14.5 | 8 | 1.2 | 77 | 4.3 | 0 | 0.0 | 8 | 0.9 | 4 | 1.7 | 0 | 0.0 | 25 | 17.9 | 375 | 5.7 |
| $11,000-11,999 | 1 | 0.1 | 42 | 2.7 | 3 | 0.4 | 9 | 0.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 0.7 | 56 | 0.9 |
| $12,000-12,999 | 0 | 0.0 | 4 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 0.1 |
| $13,000-13,999 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | * |
| Total reporting+ | 937 | 100.0 | 1,577 | 100.0 | 663 | 100.0 | 1,787 | 100.0 | 246 | 100.0 | 926 | 100.0 | 235 | 100.0 | 65 | 100.0 | 140 | 100.0 | 6,576 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 1,233 | |

*Less than 0.1 percent.

+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 13R—STARTING SALARIES, BY SPECIALTY

| Specialty | Under $4,000 | | $4,001-4,999 | | $5,000-5,999 | | $6,000-6,999 | | $7,000-7,999 | | $8,000-8,999 | | $9,000-9,999 | | $10,000-10,999 | | $11,000-11,999 | | $12,000-12,999 | | No response | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | No. | % |
| Medical-surgical | 4 | 36.4 | 12 | 48.0 | 110 | 49.8 | 743 | 44.9 | 1,087 | 45.1 | 498 | 45.9 | 145 | 41.9 | 20 | 42.6 | 2 | 50.0 | 0 | 0.0 | 281 | 2,902 | 45.1 |
| Intensive care | 2 | 18.2 | 1 | 4.0 | 25 | 11.3 | 185 | 11.2 | 276 | 11.4 | 131 | 12.1 | 33 | 9.5 | 6 | 12.8 | 0 | 0.0 | 2 | 100.0 | 71 | 732 | 11.4 |
| Pediatrics | 0 | 0.0 | 0 | 0.0 | 15 | 6.8 | 170 | 10.3 | 256 | 10.6 | 105 | 9.7 | 38 | 11.0 | 8 | 17.0 | 0 | 0.0 | 0 | 0.0 | 66 | 658 | 10.2 |
| Obstetrics | 2 | 18.2 | 3 | 12.0 | 22 | 10.0 | 159 | 9.6 | 175 | 7.3 | 79 | 7.3 | 31 | 9.0 | 6 | 12.8 | 0 | 0.0 | 0 | 0.0 | 42 | 519 | 8.1 |
| Operating room | 1 | 9.1 | 4 | 16.0 | 14 | 6.3 | 94 | 5.7 | 133 | 5.5 | 46 | 4.2 | 14 | 4.0 | 2 | 4.2 | 0 | 0.0 | 0 | 0.0 | 24 | 332 | 5.2 |
| Emergency department | 1 | 9.1 | 1 | 4.0 | 4 | 1.8 | 67 | 4.0 | 86 | 3.6 | 45 | 4.1 | 20 | 5.8 | 2 | 4.2 | 1 | 25.0 | 0 | 0.0 | 34 | 261 | 4.1 |
| Coronary care | 0 | 0.0 | 1 | 4.0 | 7 | 3.2 | 55 | 3.3 | 85 | 3.5 | 45 | 4.1 | 9 | 2.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 17 | 219 | 3.4 |
| Orthopedics | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 | 37 | 2.2 | 77 | 3.2 | 30 | 2.8 | 6 | 1.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 164 | 2.5 |
| Geriatrics | 0 | 0.0 | 2 | 8.0 | 3 | 1.4 | 22 | 1.3 | 22 | 0.9 | 6 | 0.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 16 | 71 | 1.1 |
| Rehabilitation | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 | 10 | 0.6 | 13 | 0.5 | 7 | 0.6 | 6 | 1.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 39 | 0.6 |
| Burn care | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 0.3 | 7 | 0.3 | 1 | 0.1 | 2 | 0.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 16 | 0.2 |
| Nursing | 0 | 0.0 | 0 | 0.0 | 2 | 0.9 | 5 | 0.3 | 5 | 0.2 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 14 | 0.2 |
| Public health | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 | 4 | 0.2 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 14 | 0.2 |
| Midwife | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 0.3 | 3 | 0.1 | 1 | 0.1 | 1 | 0.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 13 | 0.2 |
| Anesthesia | 1 | 9.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 0.3 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 11 | 0.2 |
| Clinician | 0 | 0.0 | 1 | 4.0 | 0 | 0.0 | 1 | 0.1 | 1 | * | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 4 | 0.1 |
| Other | 0 | 0.0 | 0 | 0.0 | 16 | 7.2 | 94 | 5.7 | 176 | 7.3 | 87 | 8.0 | 41 | 11.9 | 3 | 6.4 | 1 | 25.0 | 0 | 0.0 | 50 | 468 | 7.3 |
| Total reporting+ | 11 | 100.0 | 25 | 100.0 | 221 | 100.0 | 1,656 | 100.0 | 2,411 | 100.0 | 1,084 | 100.0 | 346 | 100.0 | 47 | 100.0 | 4 | 100.0 | 2 | 100.0 | 690 | 6,437 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | | | | 1,372 | |

*Less than 0.1 percent.
+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 13C--STARTING SALARIES, BY TYPE OF EMPLOYER

| Employer | Under $4,000 No. | Under $4,000 % | $4,001-4,999 No. | $4,001-4,999 % | $5,000-5,999 No. | $5,000-5,999 % | $6,000-6,999 No. | $6,000-6,999 % | $7,000-7,999 No. | $7,000-7,999 % | $8,000-8,999 No. | $8,000-8,999 % | $9,000-9,999 No. | $9,000-9,999 % | $10,000-10,999 No. | $10,000-10,999 % | $11,000-11,999 No. | $11,000-11,999 % | $12,000-12,999 No. | $12,000-12,999 % | No response No. | Total No. | Total % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Hospital | 10 | 100.0 | 29 | 93.5 | 232 | 91.0 | 1,764 | 97.8 | 2,557 | 98.1 | 1,107 | 95.6 | 351 | 97.8 | 53 | 98.1 | 4 | 100.0 | 2 | 100.0 | 601 | 6,710 | 96.1 |
| Clinic | 0 | 0.0 | 0 | 0.0 | 4 | 1.6 | 8 | 0.4 | 8 | 0.3 | 15 | 1.3 | 0 | 0.0 | 1 | 1.9 | 0 | 0.0 | 0 | 0.0 | 45 | 81 | 1.2 |
| Military | 0 | 0.0 | 0 | 0.0 | 6 | 2.3 | 2 | 0.1 | 15 | 0.6 | 15 | 1.3 | 4 | 1.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 23 | 65 | 0.9 |
| Nursing home | 0 | 0.0 | 0 | 0.0 | 6 | 2.3 | 15 | 0.8 | 10 | 0.4 | 8 | 0.7 | 1 | 0.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 53 | 0.8 |
| Physician's office | 0 | 0.0 | 2 | 6.5 | 6 | 2.3 | 8 | 0.4 | 1 | • | 2 | 0.2 | 1 | 0.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 33 | 0.5 |
| Osteopathic | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 0.2 | 7 | 0.3 | 6 | 0.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 18 | 0.3 |
| Prison | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 | 3 | 0.2 | 3 | 0.1 | 5 | 0.4 | 2 | 0.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 16 | 0.2 |
| Industry | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 6 | 0.1 |
| Total reporting+ | 10 | 100.0 | 31 | 100.0 | 255 | 100.0 | 1,804 | 100.0 | 2,606 | 100.0 | 1,158 | 100.0 | 359 | 100.0 | 54 | 100.0 | 4 | 100.0 | 2 | 100.0 | 699 | 6,982 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | | | | 827 | |

*Less than 0.1 percent.
+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 14--PREFERRED SPECIALTIES OF SENIORS WITHOUT JOBS

| Specialty | No. | % |
|---|---|---|
| Medical-surgical | 1,356 | 41.9 |
| Pediatrics | 986 | 30.4 |
| Maternity (obstetrics) | 803 | 24.8 |
| Surgical | 664 | 20.5 |
| Psychiatric | 494 | 15.2 |
| Medical | 329 | 10.2 |
| General/private | 238 | 7.3 |
| Teaching | 193 | 6.0 |
| Emergency department | 159 | 4.9 |
| Intensive care | 138 | 4.3 |
| Anesthesia | 92 | 2.8 |
| Public health | 47 | 1.4 |
| Coronary care | 42 | 1.3 |
| Administration | 31 | 1.0 |
| Operating room | 26 | 0.8 |
| Geriatrics | 21 | 0.6 |
| Orthopedic | 19 | 0.6 |
| Clinician | 14 | 0.4 |
| Rehabilitation | 13 | 0.4 |
| Community health | 12 | 0.4 |
| Midwife | 4 | 0.1 |
| Burn care | 3 | 0.1 |
| Other | 248 | 7.6 |
| Total reporting* | 3,240 | 100.0 |

*Percentage totals more than 100, because students checked more than one answer.

Table 14A--PREFERRED SPECIALTIES OF SENIORS WITHOUT JOBS, BY REGION

| Specialty | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Medical surgical | 135 | 44.3 | 423 | 41.0 | 59 | 27.3 | 331 | 43.1 | 57 | 38.0 | 208 | 44.4 | 34 | 39.1 | 10 | 37.0 | 99 | 52.9 | 1,356 | 41.9 |
| Pediatrics | 88 | 28.9 | 302 | 29.3 | 83 | 38.4 | 241 | 31.4 | 43 | 28.7 | 140 | 29.9 | 23 | 26.4 | 8 | 29.6 | 58 | 31.0 | 986 | 30.4 |
| Maternity | 50 | 16.4 | 252 | 24.4 | 61 | 28.2 | 176 | 22.9 | 38 | 25.3 | 154 | 32.9 | 19 | 21.8 | 10 | 37.0 | 43 | 23.0 | 803 | 24.8 |
| Surgical | 69 | 22.6 | 210 | 20.3 | 26 | 12.0 | 168 | 21.9 | 32 | 21.3 | 100 | 21.4 | 15 | 17.2 | 3 | 11.1 | 41 | 21.9 | 664 | 20.5 |
| Psychiatric | 51 | 16.7 | 167 | 16.2 | 30 | 13.9 | 110 | 14.3 | 17 | 11.3 | 75 | 16.0 | 18 | 20.7 | 4 | 14.8 | 22 | 11.8 | 494 | 15.2 |
| Medical/surgical | 34 | 11.1 | 92 | 8.9 | 13 | 6.0 | 64 | 8.3 | 12 | 8.0 | 69 | 14.7 | 10 | 11.5 | 5 | 18.5 | 30 | 16.0 | 329 | 10.2 |
| General/private | 28 | 9.2 | 79 | 7.6 | 10 | 4.6 | 40 | 5.2 | 4 | 2.7 | 45 | 9.6 | 9 | 10.3 | 7 | 25.9 | 16 | 8.6 | 238 | 7.3 |
| Teaching | 21 | 6.9 | 59 | 5.7 | 15 | 6.9 | 47 | 6.1 | 8 | 5.3 | 23 | 4.9 | 8 | 9.2 | 1 | 3.7 | 11 | 5.9 | 193 | 6.0 |
| Emergency department | 10 | 3.3 | 52 | 5.0 | 12 | 5.6 | 40 | 5.2 | 3 | 2.0 | 15 | 3.2 | 5 | 5.7 | 0 | 0.0 | 22 | 11.8 | 159 | 4.9 |
| Intensive care | 14 | 4.6 | 36 | 3.5 | 12 | 5.6 | 37 | 4.8 | 3 | 2.0 | 23 | 4.9 | 2 | 2.3 | 3 | 11.1 | 8 | 4.3 | 138 | 4.3 |
| Anesthesia | 5 | 1.6 | 31 | 3.0 | 8 | 3.7 | 13 | 1.7 | 5 | 3.3 | 13 | 2.8 | 10 | 11.5 | 1 | 3.7 | 6 | 3.2 | 92 | 2.8 |
| Public health | 3 | 1.0 | 18 | 1.7 | 6 | 2.8 | 6 | 0.8 | 3 | 2.0 | 6 | 1.3 | 1 | 1.1 | 0 | 0.0 | 4 | 2.1 | 47 | 1.4 |
| Coronary care | 5 | 1.6 | 12 | 1.2 | 0 | 0.0 | 5 | 0.7 | 1 | 0.7 | 11 | 2.3 | 4 | 4.6 | 0 | 0.0 | 4 | 2.1 | 42 | 1.3 |
| Administration | 1 | 0.3 | 12 | 1.2 | 0 | 0.0 | 8 | 1.0 | 1 | 0.7 | 4 | 0.9 | 2 | 2.3 | 0 | 0.0 | 3 | 1.6 | 31 | 1.0 |
| Operating room | 1 | 0.3 | 14 | 1.4 | 2 | 0.9 | 1 | 0.1 | 1 | 0.7 | 3 | 0.6 | 1 | 1.1 | 0 | 0.0 | 3 | 1.6 | 26 | 0.8 |
| Geriatrics | 3 | 1.0 | 3 | 0.3 | 0 | 0.0 | 5 | 0.7 | 4 | 2.7 | 3 | 0.6 | 0 | 0.0 | 2 | 7.4 | 1 | 0.5 | 21 | 0.6 |
| Orthopedic | 3 | 1.0 | 0 | 0.0 | 0 | 0.0 | 3 | 0.4 | 0 | 0.0 | 5 | 1.1 | 0 | 0.0 | 2 | 7.4 | 6 | 3.2 | 19 | 0.6 |
| Clinician | 1 | 0.3 | 3 | 0.3 | 0 | 0.0 | 3 | 0.4 | 0 | 0.0 | 4 | 0.9 | 0 | 0.0 | 0 | 0.0 | 3 | 1.6 | 14 | 0.4 |
| Rehabilitation | 2 | 0.7 | 5 | 0.5 | 0 | 0.0 | 2 | 0.3 | 0 | 0.0 | 4 | 0.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 0.4 |
| Community health | 1 | 0.3 | 2 | 0.2 | 2 | 0.9 | 7 | 0.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 12 | 0.4 |
| Midwife | 1 | 0.3 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 0.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 0.1 |
| Burn care | 0 | 0.0 | 1 | 0.1 | 1 | 0.5 | 1 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 0.1 |
| Other | 25 | 8.2 | 78 | 7.6 | 16 | 7.4 | 62 | 8.1 | 15 | 10.0 | 32 | 6.8 | 6 | 6.9 | 1 | 3.7 | 13 | 7.0 | 248 | 7.6 |
| Total reporting* | 305 | 100.0 | 1,032 | 100.0 | 216 | 100.0 | 768 | 100.0 | 150 | 100.0 | 468 | 100.0 | 87 | 100.0 | 27 | 100.0 | 187 | 100.0 | 3,240 | 100.0 |

*Percentages total more than 100, because students checked more than one answer.

Table 14B--PREFERRED SPECIALTIES OF SENIORS WITHOUT JOBS, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Specialty | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Medical/surgical | 1,068 | 41.8 | 274 | 42.5 | 14 | 1,356 | 41.9 |
| Pediatrics | 780 | 30.5 | 198 | 30.7 | 8 | 986 | 30.4 |
| Maternity | 603 | 23.6 | 188 | 29.2 | 12 | 803 | 24.8 |
| Surgical | 515 | 20.2 | 139 | 21.6 | 10 | 664 | 20.5 |
| Psychiatric | 373 | 14.6 | 112 | 17.4 | 9 | 494 | 15.2 |
| Medical | 254 | 9.9 | 67 | 10.4 | 8 | 329 | 10.2 |
| General/private | 176 | 6.9 | 55 | 8.5 | 7 | 238 | 7.3 |
| Teaching | 151 | 5.9 | 38 | 5.9 | 4 | 193 | 6.0 |
| Emergency department | 130 | 5.1 | 29 | 4.5 | 0 | 159 | 4.9 |
| Intensive care | 111 | 4.3 | 23 | 3.6 | 4 | 138 | 4.3 |
| Anesthesia | 75 | 2.9 | 15 | 2.3 | 2 | 92 | 2.8 |
| Public health | 36 | 1.4 | 10 | 1.6 | 1 | 47 | 1.4 |
| Coronary care | 30 | 1.2 | 12 | 1.9 | 0 | 42 | 1.3 |
| Administration | 23 | 0.9 | 7 | 1.1 | 1 | 31 | 1.0 |
| Operating room | 19 | 0.7 | 7 | 1.1 | 0 | 26 | 0.8 |
| Geriatrics | 18 | 0.7 | 2 | 0.3 | 1 | 21 | 0.6 |
| Orthopedic | 18 | 0.7 | 1 | 0.2 | 0 | 19 | 0.6 |
| Clinician | 13 | 0.5 | 1 | 0.2 | 0 | 14 | 0.4 |
| Rehabilitation | 9 | 0.4 | 4 | 0.6 | 0 | 13 | 0.4 |
| Community health | 11 | 0.4 | 1 | 0.2 | 0 | 12 | 0.4 |
| Midwife | 3 | 0.1 | 0 | 0.0 | 1 | 4 | 0.1 |
| Burn care | 3 | 0.1 | 0 | 0.0 | 0 | 3 | 0.1 |
| Other | 209 | 8.2 | 38 | 5.9 | 1 | 248 | 7.6 |
| Total reporting* | 2,554 | 100.0 | 644 | 100.0 | 42 | 3,240 | 100.0 |

*Percentages total more than 100, because students checked more than one answer.

Table 15--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT ACCEPTED JOBS

| Type of employer | 1st choice | | 2nd choice | | 3rd choice | | 4th choice | | 5th choice | |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| Hospital | 2,105 | 66.2 | 369 | 11.6 | 245 | 7.7 | 148 | 4.7 | 139 | 4.4 |
| Clinic | 228 | 7.2 | 789 | 24.8 | 609 | 19.1 | 422 | 13.3 | 245 | 7.7 |
| Physician or dentist | 213 | 6.7 | 544 | 17.1 | 529 | 16.6 | 342 | 10.8 | 276 | 8.7 |
| Public health | 132 | 4.2 | 250 | 7.9 | 313 | 9.8 | 362 | 11.4 | 283 | 8.9 |
| Government agency | 87 | 2.7 | 177 | 5.6 | 158 | 5.0 | 167 | 5.2 | 159 | 5.0 |
| Neighborhood health center | 82 | 2.6 | 213 | 6.7 | 319 | 10.0 | 382 | 12.0 | 309 | 9.7 |
| Social service | 65 | 2.0 | 124 | 3.9 | 181 | 5.7 | 198 | 6.2 | 198 | 6.2 |
| Armed forces | 59 | 1.9 | 140 | 4.4 | 124 | 3.9 | 152 | 4.8 | 182 | 5.7 |
| Self-employment | 53 | 1.7 | 36 | 1.1 | 45 | 1.4 | 54 | 1.7 | 57 | 1.8 |
| Nursing school | 35 | 1.1 | 97 | 3.0 | 105 | 3.3 | 112 | 3.5 | 134 | 4.2 |
| Nursing education | 34 | 1.1 | 115 | 3.6 | 115 | 3.6 | 135 | 4.2 | 150 | 4.7 |
| School, public/private | 23 | 0.7 | 87 | 2.7 | 122 | 3.8 | 194 | 6.1 | 202 | 6.4 |
| Industry | 22 | 0.7 | 67 | 2.1 | 112 | 3.5 | 185 | 5.8 | 182 | 5.7 |
| Nursing home | 22 | 0.7 | 102 | 3.2 | 107 | 3.4 | 181 | 5.7 | 289 | 9.1 |
| Trade association | 2 | 0.1 | 3 | 0.1 | 4 | 0.1 | 4 | 0.1 | 12 | 0.4 |
| Undecided | 18 | 0.6 | | | | | | | | |
| Total reporting* | 3,180 | 100.0 | | | | | | | | |
| Total nonreporting | 59 | | | | | | | | | |

*Percentages based on number who indicated a 1st choice; not all respondents indicated a 2nd through 5th choice; some students indicated more than one 1st choice.

Table 15A--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT ACCEPTED JOBS, BY REGION

| Type of employer, by first choice | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Hospital | 200 | 66.2 | 729 | 71.3 | 129 | 61.1 | 480 | 63.2 | 87 | 59.6 | 285 | 62.9 | 66 | 76.7 | 16 | 69.6 | 113 | 63.5 | 2,105 | 66.2 |
| Clinic | 25 | 8.3 | 51 | 5.0 | 11 | 5.2 | 63 | 8.3 | 10 | 6.8 | 44 | 9.7 | 1 | 1.2 | 1 | 4.3 | 22 | 12.4 | 228 | 7.2 |
| Physician or dentist | 10 | 3.3 | 56 | 5.5 | 20 | 9.5 | 63 | 8.3 | 14 | 9.6 | 39 | 8.6 | 4 | 4.7 | 1 | 4.3 | 6 | 3.4 | 213 | 6.7 |
| Public health | 21 | 7.0 | 34 | 3.3 | 13 | 6.2 | 26 | 3.4 | 10 | 6.8 | 15 | 3.3 | 3 | 3.5 | 2 | 8.7 | 8 | 4.5 | 132 | 4.2 |
| Government agency | 5 | 1.7 | 22 | 2.1 | 11 | 5.2 | 18 | 2.4 | 8 | 5.5 | 15 | 3.3 | 2 | 2.3 | 2 | 8.7 | 4 | 2.2 | 87 | 2.7 |
| Neighborhood health center | 11 | 3.6 | 21 | 2.0 | 7 | 3.3 | 22 | 2.9 | 1 | 0.7 | 12 | 2.6 | 0 | 0.0 | 0 | 0.0 | 8 | 4.5 | 8[illegible] | 2.6 |
| Social service | 8 | 2.6 | 20 | 2.0 | 6 | 2.8 | 17 | 2.2 | 1 | 0.7 | 7 | 1.5 | 1 | 1.2 | 0 | 0.0 | 5 | 2.8 | 65 | 2.0 |
| Armed forces | 3 | 1.0 | 15 | 1.5 | 3 | 1.4 | 14 | 1.8 | 4 | 2.7 | 15 | 3.3 | 1 | 1.2 | 0 | 0.0 | 4 | 2.2 | 59 | 1.9 |
| Self-employment | 5 | 1.7 | 15 | 1.5 | 4 | 1.9 | 12 | 1.6 | 1 | 0.7 | 8 | 1.8 | 5 | 5.8 | 1 | 4.3 | 2 | 1.1 | 53 | 1.7 |
| Nursing school | 2 | 0.7 | 9 | 0.9 | 4 | 1.9 | 12 | 1.6 | 5 | 3.4 | 0 | 0.0 | 1 | 1.2 | 0 | 0.0 | 2 | 1.1 | 35 | 1.1 |
| Nursing education | 4 | 1.3 | 11 | 1.1 | 2 | 0.9 | 9 | 1.2 | 3 | 2.1 | 1 | 0.2 | 2 | 2.3 | 0 | 0.0 | 2 | 1.1 | 34 | 1.1 |
| School (public/ private) | 3 | 1.0 | 11 | 1.1 | 0 | 0.0 | 2 | 0.3 | 1 | 0.7 | 4 | 0.9 | 0 | 0.0 | 0 | 0.0 | 2 | 1.1 | 23 | 0.7 |
| Industry | 0 | 0.0 | 12 | 1.2 | 0 | 0.0 | 8 | 1.1 | 1 | 0.7 | 1 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 22 | 0.7 |
| Nursing home | 4 | 1.3 | 4 | 0.4 | 1 | 0.5 | 7 | 0.9 | 0 | 0.0 | 6 | 1.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 22 | 0.7 |
| Trade association | 0 | 0.0 | 2 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 0.1 |
| Undecided | 1 | 0.3 | 10 | 1.0 | 0 | 0.0 | 6 | 0.8 | 0 | 0.0 | 1 | 0.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 18 | 0.6 |
| Total reporting* | 302 | 100.0 | 1,022 | 100.0 | 211 | 100.0 | 759 | 100.0 | 146 | 100.0 | 453 | 100.0 | 86 | 100.0 | 23 | 100.0 | 178 | 100.0 | 3,180 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 59 | |

*Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 15B--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT ACCEPTED JOBS, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Type of employer, by second choice | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Hospital | 303 | 12.1 | 63 | 10.1 | 3 | 369 | 11.6 |
| Clinic | 621 | 24.8 | 155 | 24.8 | 13 | 789 | 24.8 |
| Physician or dentist | 424 | 16.9 | 114 | 18.3 | 6 | 544 | 17.1 |
| Public health | 203 | 8.1 | 39 | 6.3 | 8 | 250 | 7.9 |
| Government agency | 136 | 5.4 | 40 | 6.4 | 1 | 177 | 5.6 |
| Neighborhood health center | 180 | 7.2 | 30 | 4.8 | 3 | 213 | 6.7 |
| Social service | 104 | 4.1 | 19 | 3.0 | 1 | 124 | 3.9 |
| Armed forces | 95 | 3.8 | 42 | 6.7 | 3 | 140 | 4.4 |
| Self-employment | 30 | 1.2 | 3 | 0.5 | 3 | 36 | 1.1 |
| Nursing school | 76 | 3.0 | 21 | 3.4 | 0 | 97 | 3.0 |
| Nursing education | 88 | 3.5 | 25 | 4.0 | 2 | 115 | 3.6 |
| School (public/ private) | 64 | 2.6 | 21 | 3.4 | 2 | 87 | 2.7 |
| Industry | 57 | 2.3 | 9 | 1.4 | 1 | 67 | 2.1 |
| Nursing home | 75 | 3.0 | 27 | 4.3 | 0 | 102 | 3.2 |
| Trade association | 3 | 0.1 | 0 | 0.0 | 0 | 3 | 0.1 |
| Total reporting* | 2,508 | 100.0 | 624 | 100.0 | 48 | 3,180 | 100.0 |
| Total nonreporting | | | | | | 59 | |

*Percentages based on seniors who indicated at least a 1st choice; of these, 3,113 indicated a 2nd choice.

Table 16--SENIORS' WILLINGNESS TO WORK IN A MANPOWER SHORTAGE AREA

| Manpower plans | No. | % |
|---|---|---|
| Would work in manpower shortage area | 7,049 | 66.6 |
| Would not work in manpower shortage area | 1,010 | 9.6 |
| Undecided | 2,518 | 23.8 |
| Total reporting | 10,577 | 100.0 |
| Total nonreporting | 161 | |

Table 16A--SENIORS' WILLINGNESS TO WORK IN A MANPOWER SHORTAGE AREA, BY REGION

| Manpower plans | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Would work in manpower shortage area | 880 | 65.6 | 1,816 | 64.7 | 681 | 70.1 | 1,798 | 66.3 | 318 | 71.1 | 998 | 66.7 | 249 | 71.8 | 79 | 77.5 | 230 | 65.3 | 7,049 | 66.6 |
| Would not work in manpower shortage area | 139 | 10.4 | 322 | 11.5 | 68 | 7.0 | 258 | 9.5 | 25 | 5.6 | 117 | 7.8 | 25 | 7.2 | 7 | 6.9 | 49 | 13.9 | 1,010 | 9.6 |
| Undecided | 323 | 24.1 | 668 | 23.8 | 223 | 22.9 | 656 | 24.2 | 104 | 23.3 | 382 | 25.5 | 73 | 21.0 | 16 | 15.7 | 73 | 20.7 | 2,518 | 23.8 |
| Total reporting* | 1,342 | 100.0 | 2,806 | 100.0 | 972 | 100.0 | 2,712 | 100.0 | 447 | 100.0 | 1,497 | 100.0 | 347 | 100.0 | 102 | 100.0 | 352 | 100.0 | 10,577 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 161 | |

*Where the percentage totals more than 100, students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 16B--SENIORS' WILLINGNESS TO WORK IN A MANPOWER SHORTAGE AREA, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Manpower plans | Metro | | Nonmetro | | No. response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Would work in a manpower shortage area | 5,707 | 66.9 | 1,260 | 65.4 | 82 | 7,049 | 66.6 |
| Would not work in a manpower shortage area | 830 | 9.7 | 172 | 8.9 | 8 | 1,010 | 9.6 |
| Undecided | 1,990 | 23.3 | 495 | 25.7 | 33 | 2,518 | 23.8 |
| Total reporting* | 8,527 | 100.0 | 1,927 | 100.0 | 123 | 10,577 | 100.0 |
| Total nonreporting | | | | | | 161 | |

*Where the percentage totals less than 100, some students did not answer the question.

Table 17--JOB FACTORS OF GREATEST IMPORTANCE

| Factors | 1st choice | | 2nd choice | | 3rd choice | | 4th choice | | 5th choice | |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| Personal satisfaction | 4,791 | 47.5 | 1,404 | 13.9 | 842 | 8.3 | 673 | 6.7 | 611 | 6.1 |
| Type of job | 1,526 | 15.1 | 1,600 | 15.9 | 1,086 | 10.8 | 837 | 8.3 | 573 | 5.7 |
| Opportunities for advancement | 701 | 7.0 | 1,006 | 10.0 | 1,268 | 12.6 | 1,283 | 12.7 | 1,147 | 11.4 |
| Location | 640 | 6.3 | 678 | 6.7 | 877 | 8.7 | 1,015 | 10.1 | 1,064 | 10.6 |
| Type of institution | 571 | 5.7 | 711 | 7.1 | 619 | 6.1 | 643 | 6.4 | 565 | 5.6 |
| Salary | 542 | 5.4 | 1,400 | 13.9 | 1,874 | 18.6 | 1,628 | 16.1 | 1,832 | 18.2 |
| Working conditions | 500 | 5.0 | 1,200 | 11.9 | 1,367 | 13.6 | 1,278 | 12.7 | 1,161 | 11.5 |
| Personal responsibility | 373 | 3.7 | 1,245 | 12.3 | 808 | 8.0 | 662 | 6.6 | 421 | 4.2 |
| Flexible hours | 330 | 3.3 | 425 | 4.2 | 579 | 5.7 | 739 | 7.3 | 868 | 8.6 |
| Fringe benefits | 67 | 0.7 | 244 | 2.4 | 512 | 5.1 | 912 | 9.0 | 1,167 | 11.6 |
| Professional contacts | 35 | 0.3 | 98 | 1.0 | 149 | 1.5 | 237 | 2.3 | 233 | 2.3 |
| Social opportunities | 8 | 0.1 | 44 | 0.4 | 67 | 0.7 | 121 | 1.2 | 280 | 2.8 |
| Total reporting* | 10,084 | 100.0 | | | | | | | | |
| Total nonreporting | 654 | | | | | | | | | |

*Percentages based on number who indicated a 1st choice; not all respondents indicated a 2nd through 5th choice; percentage totals more than 100, because some students checked more than one answer.

Table 17A--JOB FACTORS OF GREATEST IMPORTANCE, BY REGION

| Factors, by first choice | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Personal satisfaction | 568 | 44.6 | 1,232 | 45.5 | 428 | 46.4 | 1,293 | 49.8 | 209 | 49.5 | 712 | 50.4 | 151 | 47.9 | 46 | 51.1 | 152 | 44.2 | 4,791 | 47.5 |
| Type of job | 240 | 18.8 | 435 | 16.1 | 128 | 13.9 | 372 | 14.3 | 57 | 13.5 | 188 | 13.3 | 45 | 14.3 | 11 | 12.2 | 50 | 14.5 | 1,526 | 15.1 |
| Opportunities for advancement | 124 | 9.7 | 214 | 7.9 | 63 | 6.8 | 166 | 6.4 | 15 | 3.6 | 80 | 5.7 | 23 | 7.3 | 5 | 5.6 | 11 | 3.2 | 701 | 7.0 |
| Location | 42 | 3.3 | 210 | 7.7 | 55 | 6.0 | 152 | 5.9 | 23 | 5.5 | 106 | 7.5 | 20 | 6.3 | 5 | 5.6 | 27 | 7.8 | 640 | 6.3 |
| Type of institution | 93 | 7.3 | 170 | 6.3 | 42 | 4.5 | 128 | 4.9 | 28 | 6.6 | 75 | 5.3 | 11 | 3.5 | 2 | 2.2 | 22 | 6.4 | 571 | 5.7 |
| Salary | 59 | 4.6 | 139 | 5.1 | 58 | 6.3 | 136 | 5.2 | 28 | 6.6 | 88 | 6.2 | 16 | 5.1 | 6 | 6.7 | 12 | 3.5 | 542 | 5.4 |
| Working conditions | 56 | 4.4 | 136 | 5.0 | 56 | 6.1 | 135 | 5.2 | 27 | 6.4 | 52 | 3.7 | 13 | 4.1 | 3 | 3.3 | 22 | 6.4 | 500 | 5.0 |
| Personal responsibility | 48 | 3.8 | 82 | 3.0 | 23 | 2.5 | 103 | 4.0 | 15 | 3.6 | 62 | 4.4 | 8 | 2.5 | 10 | 11.1 | 22 | 6.4 | 373 | 3.7 |
| Flexible hours | 34 | 2.7 | 71 | 2.6 | 55 | 6.0 | 71 | 2.7 | 16 | 3.8 | 40 | 2.8 | 22 | 7.0 | 2 | 2.2 | 19 | 5.5 | 330 | 3.3 |
| Fringe benefits | 6 | 0.5 | 14 | 0.5 | 11 | 1.2 | 22 | 0.8 | 1 | 0.2 | 6 | 0.4 | 2 | 0.6 | 0 | 0.0 | 5 | 1.4 | 67 | 0.7 |
| Professional contacts | 4 | 0.3 | 4 | 0.1 | 2 | 0.2 | 13 | 0.5 | 3 | 0.7 | 3 | 0.2 | 4 | 1.3 | 0 | 0.0 | 2 | 0.6 | 35 | 0.3 |
| Social opportunity | 0 | 0.0 | 2 | 0.1 | 1 | 0.1 | 1 | 0.1 | 0 | 0.0 | 2 | 0.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 8 | 0.1 |
| Total reporting* | 1,274 | 100.0 | 2,709 | 100.0 | 922 | 100.0 | 2,594 | 100.0 | 422 | 100.0 | 1,414 | 100.0 | 315 | 100.0 | 90 | 100.0 | 344 | 100.0 | 10,084 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 654 | |

*Where percentage totals more than 100, some students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 17B--JOB FACTORS OF GREATEST IMPORTANCE, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Factors, by first choice | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Personal satisfaction | 3,924 | 48.2 | 813 | 44.5 | 54 | 4,791 | 47.5 |
| Type of job | 1,222 | 15.0 | 284 | 15.5 | 20 | 1,526 | 15.1 |
| Opportunities for advancement | 544 | 6.7 | 148 | 8.1 | 9 | 701 | 7.0 |
| Location | 482 | 5.9 | 149 | 8.1 | 9 | 640 | 6.3 |
| Type of institution | 459 | 5.6 | 106 | 5.8 | 6 | 571 | 5.7 |
| Salary | 425 | 5.2 | 111 | 6.1 | 6 | 542 | 5.4 |
| Working conditions | 399 | 4.9 | 99 | 5.4 | 2 | 500 | 5.0 |
| Personal responsibility | 315 | 3.9 | 56 | 3.1 | 2 | 373 | 3.7 |
| Flexible hours | 275 | 3.4 | 50 | 2.7 | 5 | 330 | 3.3 |
| Fringe benefits | 59 | 0.7 | 6 | 0.3 | 2 | 67 | 0.7 |
| Professional contacts | 30 | 0.4 | 5 | 0.3 | 0 | 35 | 0.3 |
| Social opportunities | 7 | 0.1 | 1 | 0.1 | 0 | 8 | 0.1 |
| Total reporting* | 8,141 | 100.0 | 1,828 | 100.0 | 115 | 10,084 | 100.0 |
| Total nonreporting | | | | | | 654 | |

*Where the percentage totals more than 100, some students checked more than one answer.

Table 18--PLANS OF SENIORS WHO DO NOT PLAN TO CONTINUE IN NURSING AFTER GRADUATION

| Plan | No. | % |
|---|---|---|
| Continue education | 12 | 32.4 |
| Don't intend to work | 10 | 27.0 |
| Other | 15 | 40.5 |
| Total reporting* | 37 | 100.0 |
| Total nonreporting | 32 | |

*Percentage does not total 100, because some students did not answer the question.

Table 19--MARITAL STATUS AND PLANS

| Marital status | No. | % |
|---|---|---|
| Presently married | 2,187 | 20.6 |
| Plan to marry within a year | 3,018 | 28.5 |
| Not married and no marriage plans | 5,115 | 48.2 |
| Not married; plans not reported | 287 | 2.7 |
| Total reporting | 10,607 | 100.0 |
| Total nonreporting | 523 | |

Table 20--AVAILABILITY OF CAREER GUIDANCE AT SCHOOLS

| Career guidance | No. | % |
|---|---|---|
| Offered | 6,905 | 66.0 |
| Not offered | 3,560 | 34.0 |
| Total reporting | 10,465 | 100.0 |
| Total nonreporting | 665 | |

Table 21--TYPES OF CAREER GUIDANCE OFFERED BY SCHOOLS AND ADDITIONAL ASSISTANCE NEEDED

| Career guidance | No. | % |
|---|---|---|
| Not offered | 3,560 | 34.0 |
| Offered | 6,905 | 66.0 |
| Form of guidance offered | | |
| Personal counseling | 4,349 | 41.6 |
| Printed literature | 3,413 | 32.6 |
| Employer visits | 2,026 | 19.4 |
| Career days | 1,244 | 11.9 |
| Team leadership | 255 | 2.4 |
| Professional adjustment | 222 | 2.1 |
| Job opportunities | 123 | 1.2 |
| Other | 214 | 2.0 |
| Additional assistance needed | | |
| Personal counseling | 336 | 3.2 |
| Career days | 319 | 3.1 |
| Employer visits | 295 | 2.8 |
| Printed literature | 264 | 2.5 |
| Other | 699 | 6.7 |
| Total reporting | 10,465 | 100.0 |
| Total nonreporting | 665 | |

Table 22--AIDS USED BY SENIORS TO SELECT JOBS OR EDUCATIONAL PROGRAMS WHEN SCHOOL DOES NOT OFFER GUIDANCE

| Aid | No. | % |
|---|---|---|
| Myself | 1,642 | 59.8 |
| Personal contact | 710 | 25.9 |
| Nursing journal ad | 515 | 18.8 |
| Word of mouth | 352 | 12.8 |
| Newspaper ad | 112 | 4.1 |
| Hospital recruiter | 50 | 1.8 |
| Employment agency | 5 | 0.2 |
| Other | 114 | 4.1 |
| Total reporting* | 2,746 | 100.0 |
| Total nonreporting | 814 | |

*Percentage totals more than 100, because some students checked more than one answer.

Table 23--AIDS USED BY SENIORS TO SELECT JOBS

| Aid | No. | % |
|---|---|---|
| Personal contact | 5,118 | 65.5 |
| Word of mouth | 2,401 | 30.7 |
| Myself | 1,153 | 14.8 |
| Hospital/health agency recruiter | 1,002 | 12.8 |
| Nursing journal ad | 507 | 6.5 |
| Newspaper ad | 300 | 3.8 |
| Employment agency | 25 | 0.3 |
| Other | 121 | 1.5 |
| Total reporting* | 7,809 | 100.0 |

*Percentage totals more than 100, because some students checked more than one answer.

Table 23A--AIDS USED BY SENIORS TO SELECT JOBS, BY REGION

| Aid | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Personal contact | 673 | 62.7 | 1,174 | 60.8 | 526 | 66.8 | 1,354 | 66.0 | 232 | 73.2 | 769 | 70.2 | 204 | 73.9 | 65 | 75.6 | 121 | 62.4 | 5,118 | 65.5 |
| Word of mouth | 346 | 32.2 | 574 | 29.7 | 271 | 34.4 | 641 | 31.3 | 85 | 26.8 | 329 | 30.0 | 81 | 29.3 | 23 | 26.7 | 51 | 26.7 | 2.401 | 30.7 |
| Myself | 173 | 16.1 | 307 | 15.9 | 105 | 13.3 | 275 | 13.4 | 32 | 10.1 | 166 | 15.1 | 42 | 15.2 | 15 | 17.4 | 38 | 19.6 | 1,153 | 14.8 |
| Hospital/health agency recruiter | 138 | 12.9 | 225 | 11.7 | 143 | 18.1 | 289 | 14.1 | 52 | 16.4 | 96 | 8.8 | 29 | 10.5 | 8 | 9.3 | 22 | 11.3 | 1,002 | 12.8 |
| Nursing journal ad | 81 | 7.5 | 207 | 10.7 | 34 | 4.3 | 110 | 5.4 | 9 | 2.8 | 48 | 4.4 | 6 | 2.2 | 1 | 1.2 | 11 | 5.7 | 507 | 6.5 |
| Newspaper ad | 52 | 4.8 | 65 | 3.4 | 29 | 3.7 | 74 | 3.6 | 8 | 2.5 | 57 | 5.2 | 6 | 2.2 | 4 | 4.7 | 5 | 2.6 | 300 | 3.8 |
| Employment agency | 5 | 0.5 | 7 | 0.4 | 3 | 0.4 | 3 | 0.1 | 1 | 0.3 | 6 | 0.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 25 | 0.3 |
| Other | 14 | 1.3 | 36 | 1.7 | 17 | 2.2 | 33 | 1.6 | 4 | 1.3 | 9 | 0.8 | 0 | 0.0 | 3 | 3.5 | 5 | 2.6 | 121 | 1.5 |
| Total reporting* | 1,073 | 100.0 | 1,930 | 100.0 | 788 | 100.0 | 2,049 | 100.0 | 317 | 100.0 | 1,096 | 100.0 | 276 | 100.0 | 86 | 100.0 | 194 | 100.0 | 7,809 | 100.0 |

*Percentages total more than 100, because some students checked more than one answer.

Table 23B--AIDS USED BY SENIORS TO SELECT JOBS, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Aid | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Personal contact | 4,137 | 64.9 | 935 | 67.9 | 46 | 5,118 | 65.5 |
| Word of mouth | 1,932 | 30.3 | 456 | 33.1 | 13 | 2,401 | 30.7 |
| Myself | 964 | 15.1 | 183 | 13.3 | 6 | 1,153 | 14.8 |
| Hospital/health agency recruiter | 863 | 13.5 | 128 | 9.3 | 11 | 1,002 | 12.8 |
| Nursing journal ad | 386 | 6.1 | 116 | 8.4 | 5 | 507 | 6.5 |
| Newspaper ad | 249 | 3.9 | 50 | 3.6 | 1 | 300 | 3.8 |
| Employment agency | 21 | 0.3 | 4 | 0.3 | 0 | 25 | 0.3 |
| Other | 102 | 1.6 | 16 | 1.2 | 3 | 121 | 1.5 |
| Total reporting* | 6,374 | 100.0 | 1,377 | 100.0 | 58 | 7,809 | 100.0 |

*Percentages total more than 100, because some students checked more than one answer.

Table 24--SENIORS' OPINIONS OF THEIR LOCAL JOB MARKET

| Job market | No. | % |
|---|---|---|
| Excellent | 1,282 | 11.9 |
| Good | 4,408 | 40.8 |
| Fair | 3,254 | 30.1 |
| Poor | 1,308 | 12.1 |
| Don't know | 547 | 5.1 |
| Total reporting | 10,799 | 100.0 |
| Total nonreporting | 331 | |

Table 24A--SENIORS' OPINIONS OF THEIR LOCAL JOB MARKET, BY REGION

| Job market | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Excellent | 72 | 5.2 | 185 | 6.5 | 221 | 22.1 | 352 | 12.8 | 176 | 38.3 | 119 | 7.8 | 102 | 28.2 | 6 | 5.8 | 49 | 13.3 | 1,282 | 11.9 |
| Good | 553 | 39.9 | 869 | 30.5 | 523 | 52.4 | 1,266 | 46.0 | 196 | 42.7 | 614 | 40.4 | 207 | 57.2 | 28 | 27.2 | 152 | 41.2 | 4,408 | 40.8 |
| Fair | 519 | 37.4 | 1,001 | 35.2 | 183 | 18.3 | 807 | 29.3 | 50 | 10.9 | 527 | 34.7 | 34 | 9.4 | 45 | 43.7 | 88 | 23.8 | 3,254 | 30.1 |
| Poor | 178 | 12.8 | 651 | 22.9 | 32 | 3.2 | 174 | 6.3 | 20 | 4.4 | 179 | 11.8 | 6 | 1.7 | 17 | 16.5 | 51 | 13.8 | 1,308 | 12.1 |
| Don't know | 64 | 4.6 | 141 | 5.0 | 40 | 4.0 | 156 | 5.7 | 17 | 3.7 | 80 | 5.3 | 13 | 3.6 | 7 | 6.8 | 29 | 7.9 | 547 | 5.1 |
| Total reporting* | 1,386 | 100.0 | 2,847 | 100.0 | 999 | 100.0 | 2,755 | 100.0 | 459 | 100.0 | 1,519 | 100.0 | 362 | 100.0 | 103 | 100.0 | 369 | 100.0 | 10,799 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 331 | |

*Where percentage totals more than 100, some students checked more than one answer; where percentages total less than 100, some students did not answer the question.

Table 24B--SENIORS' OPINIONS OF THEIR LOCAL JOB MARKET, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Job market | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Excellent | 1,144 | 13.1 | 138 | 7.0 | 0 | 1,282 | 11.9 |
| Good | 3,730 | 42.7 | 652 | 32.9 | 26 | 4,408 | 40.8 |
| Fair | 2,503 | 28.6 | 721 | 36.4 | 30 | 3,254 | 30.1 |
| Poor | 919 | 10.5 | 376 | 19.0 | 13 | 1,308 | 12.1 |
| Don't know | 445 | 5.1 | 94 | 4.7 | 8 | 547 | 5.1 |
| Total reporting | 8,741 | 100.0 | 1,981 | 100.0 | 77 | 10,799 | 100.0 |
| Total nonreporting | | | | | | 331 | |

Table 25--AHA HOSPITAL SCHOOL MEMBERSHIP AFFILIATION, REPORTED BY SENIORS

| Membership | No. | % |
|---|---|---|
| Member AHA | 6,834 | 61.5 |
| Nonmember AHA | 4,287 | 38.5 |
| Total reporting | 11,121 | 100.0 |
| Total nonreporting | 9 | |

Table 26--LOCATION OF HOSPITAL SCHOOLS SURVEYED, BY REGION

| Region | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| New England | 1,162 | 13.0 | 236 | 11.6 | 27 | 1,425 | 12.8 |
| Middle Atlantic | 1,966 | 22.0 | 942 | 46.5 | 37 | 2,945 | 26.5 |
| South Atlantic | 769 | 8.6 | 238 | 11.7 | 16 | 1,023 | 9.2 |
| East North Central | 2,470 | 27.6 | 315 | 15.6 | 53 | 2,838 | 25.5 |
| East South Central | 407 | 4.5 | 64 | 3.2 | 5 | 476 | 4.3 |
| West North Central | 1,350 | 15.1 | 197 | 9.7 | 17 | 1,564 | 14.0 |
| West South Central | 350 | 3.9 | 18 | 0.9 | 4 | 372 | 3.3 |
| Mountain | 95 | 1.1 | 13 | 0.6 | 0 | 108 | 1.0 |
| Pacific | 375 | 4.2 | 2 | 0.1 | 2 | 379 | 3.4 |
| Total reporting* | 8,944 | 100.0 | 2,025 | 100.0 | 161 | 11,130 | 100.0 |

*Where percentage totals less than 100, some students did not answer the question.

Table 26A--LOCATION OF HOSPITAL SCHOOLS SURVEYED, BY METROPOLITAN AND NONMETROPOLITAN AREAS

| Location | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Metro | 1,161 | 83.1 | 1,966 | 67.6 | 769 | 76.4 | 2,470 | 88.7 | 407 | 86.4 | 1,350 | 87.3 | 350 | 95.1 | 95 | 88.0 | 375 | 99.5 | 8,943 | 81.5 |
| Nonmetro | 236 | 16.9 | 942 | 32.4 | 238 | 23.6 | 315 | 11.3 | 64 | 13.6 | 197 | 12.7 | 18 | 4.9 | 13 | 12.0 | 2 | 0.5 | 2,025 | 18.5 |
| Total reporting* | 1,397 | 100.0 | 2,908 | 100.0 | 1,007 | 100.0 | 2,785 | 100.0 | 471 | 100.0 | 1,547 | 100.0 | 368 | 100.0 | 108 | 100.0 | 377 | 100.0 | 10,968 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 162 | |

*Where percentages total less than 100, some students did not answer the question.

Table 27--SEX OF SENIORS

| Sex | No. | % |
|---|---|---|
| Female | 10,608 | 96.7 |
| Male | 362 | 3.3 |
| Total reporting | 10,970 | 100.0 |
| Total nonreporting | 160 | |

Table 27A--SEX OF SENIORS, BY REGION

| Sex | New England | | Middle Atlantic | | South Atlantic | | East North Central | | East South Central | | West North Central | | West South Central | | Mountain | | Pacific | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Female | 1,370 | 97.6 | 2,782 | 96.1 | 1,000 | 98.4 | 2,729 | 97.7 | 451 | 96.4 | 1,469 | 95.3 | 343 | 92.7 | 102 | 94.4 | 362 | 96.8 | 10,608 | 96.7 |
| Male | 34 | 2.4 | 114 | 3.9 | 16 | 1.6 | 64 | 2.3 | 17 | 3.6 | 72 | 4.7 | 27 | 7.3 | 6 | 5.6 | 12 | 3.2 | 362 | 3.3 |
| Total reporting* | 1,404 | 100.0 | 2,896 | 100.0 | 1,016 | 100.0 | 2,793 | 100.0 | 468 | 100.0 | 1,541 | 100.0 | 370 | 100.0 | 108 | 100.0 | 374 | 100.0 | 10,970 | 100.0 |
| Total nonreporting | | | | | | | | | | | | | | | | | | | 160 | |

*Where percentages do not total 100, some students did not answer the question.

Table 27B--SEX OF SENIORS, BY METROPOLITAN AND NONMETROPOLITAN AREA

| Sex | Metro | | Nonmetro | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| Female | 8,624 | 97.1 | 1,911 | 95.1 | 73 | 10,608 | 96.7 |
| Male | 259 | 2.9 | 99 | 4.9 | 4 | 362 | 3.3 |
| Total reporting | 8,883 | 100.0 | 2,010 | 100.0 | 77 | 10,970 | 100.0 |
| Total nonreporting | | | | | | 160 | |

Table 28--AGES OF SENIORS

| Age | No. | % |
|---|---|---|
| 19-24 | 10,027 | 91.3 |
| 25-34 | 716 | 6.5 |
| 35-54 | 229 | 2.1 |
| 55+ | 8 | 0.1 |
| Total reporting | 10,980 | 100.0 |
| Total nonreporting | 150 | |

Table 29--ETHNIC BACKGROUND OF SENIORS

| Ethnic background | No. | % |
|---|---|---|
| Caucasian | 4,645 | 68.7 |
| American Indian | 1,699 | 25.1 |
| Black (Afro-American) | 306 | 4.5 |
| Spanish origin | 70 | 1.1 |
| Oriental | 43 | 0.6 |
| Total reporting | 6,763 | 100.0 |
| Total nonreporting | 4,367 | |

APPENDIX A

SURVEY QUESTIONNAIRE

Career Plans of Hospital Schools of Nursing Seniors, 1973

I. Career Goals

Please indicate your immediate plans after graduation in June 1973 by checking the appropriate choice under the items listed below.

A. Education

1. Do you plan to continue your nursing education upon graduation?

Yes ___ No ___ Eventually ___ Undecided ___

If other than yes, skip to item B1.

a. If yes, in what specialty area do you plan to continue?

_____

_____

b. What is your ultimate educational goal?

Baccalaureate ___ Master's degree ___ Doctorate ___

c. Have you been accepted at a college or university?

Yes ___ No ___ Have not applied yet ___

d. If yes, indicate the institution. _____

2. If you have been accepted to a college/university, how many credit hours will you be granted toward a degree? _____

3. Does the accepting college offer challenge exams?

a. In clinical nursing subjects

Yes ___ No ___ Don't know ___

b. In basic sciences

Yes ___ No ___ Don't know ___

c. If yes, how many credits are allowed through challenge exams? _____

B. Job

1. Do you plan to work in nursing upon graduation?

   Yes ___ No ___ Undecided ___

   If no or undecided, skip to item B6 below.

   a. If yes, have you accepted a job at the hospital from which you received your diploma?

      Yes ___ No ___

2. If you were offered a job at the hospital from which you received your diploma but did not accept, please indicate reasons. _____

   _____

   _____

   _____

3. If you have accepted a job in nursing, please indicate:

   a. Specialty area _____

   b. Position (title) _____

   c. Type of institution or agency _____

   d. Starting salary $_____

4. If you plan to stay in nursing but <u>have not</u> accepted a position, please answer items 4a and 4b, below.

   a. Check the area in which you would like to practice.

   | | |
   |---|---|
   | _____ Administrative | _____ Pediatric |
   | _____ Anesthesia | _____ Psychiatric |
   | _____ General or private duty | _____ Surgical |
   | _____ Maternity | _____ Teaching |
   | _____ Medical | _____ Undecided |
   | _____ Medical-surgical | |

   Other (please specify) _____

b. In order of desirability (from 1 high to 5 low), rank the five types of employer you prefer.

| | |
|---|---|
| ____ Armed forces | ____ Nursing home |
| ____ Clinic | ____ Public health agency |
| ____ Physician or dentist | ____ School (nursing school) |
| ____ Government agency | ____ Self-employment |
| ____ Hospital | ____ Social service program (for example, Vista, Peace Corps) |
| ____ Industry | ____ Trade association |
| ____ Neighborhood health center | ____ Undecided |
| ____ Nursing education program | ____ School (public or private) |

Other (please specify) _____

5. If you plan to stay in nursing, please answer items 5a and 5b below.

a. Would you work in a manpower shortage area such as an inner-city hospital, rural health center, or Indian reservation?

Yes ___ No ___ Undecided ___

b. Rank the five job factors of greatest importance to you (from 1 high to 5 low).

| | |
|---|---|
| ____ Flexible hours | ____ Professional contacts |
| ____ Fringe benefits | ____ Salary |
| ____ Location | ____ Social opportunities |
| ____ Opportunities for advancement | ____ Type of institution |
| ____ Personal responsibility | ____ Type of job |
| ____ Personal satisfaction | ____ Working conditions |

Other (please specify) _____

6. If you are not continuing in nursing after graduation, what do you plan to do? _____

_____

_____

_____

C. Marriage

1. Are you married?

Yes ___ No ___

If no, do you plan to be married within a year of graduation?

Yes ___ No ___

II. Career Guidance

A. Does your school offer career guidance to seniors?

Yes ___ No ___

If no, go to item IIB.

1. If yes, what form does this guidance take?

____ Career days ____ Personal counseling

____ Employer visits ____ Printed literature

Other (please specify) _____

2. What additional assistance would have helped you in selecting a job or a higher education program? _____

_____

_____

_____

B. If your school does not offer career guidance, what aids did you use in selecting a job or a higher education program? _____

_____

_____

_____

C. If you have accepted a position in nursing, how did you find it? (Check all applicable categories.)

____ Employment agency ____ Nursing journal ad

____ Hospital or health agency recruiter ____ Personal contact

____ Newspaper ad ____ Word of mouth

Other (please specify) _____

D. How is the job market for nurses in your area?

Excellent ___ Good ___ Fair ___ Poor ___ Don't know ___

III. Individual Information

A. School of nursing _____

City _____ State _____

B. Location of the school

Metropolitan* ___ Nonmetropolitan ___

C. Sex: Male ___ Female ___

D. Age: 19-24 ___ 25-34 ___ 35-54 ___ 55 and over ___

E. Ethnic background (optional response)

____ American Indian (native American) ____ Oriental (Asian)

____ Black (Afro-American)

Other (please specify) _____

*Metropolitan Area: A county or group of contiguous counties that contain one or more cities of at least 50,000 population or twin cities with a combined population of 50,000 or more.

BIB/AHA
4/73

American Hospital Association, 840 North Lake Shore Drive, Chicago, Illinois 60611.

APPENDIX B

MEMO TO DIRECTORS, HOSPITAL SCHOOLS OF NURSING

April 1973

TO: Directors, Hospital Schools of Nursing

SUBJECT: Survey of Senior Students

To assess the career plans of students graduating from hospital schools of nursing and to evaluate the career guidance services of the schools, the American Hospital Association has developed a questionnaire to be completed by senior nursing students. We would greatly appreciate it if you would distribute the survey to students in the 1973 class, collect the completed forms, and return them to me by May 28. The survey contains a limited number of open-end questions so that it should not take much time to fill out.

A report of the results will be sent to all hospital schools of nursing. If you have any questions concerning the survey, please let me know.

Dorothy Corey, R.N.
Assistant Director
Division of Nursing

APPENDIX C

RESPONSES OF AHA MEMBER AND NONMEMBER SCHOOLS OF NURSING, BY STATE

| State | Member Schools | Nonmember Schools | Total |
|---|---|---|---|
| Alabama | 84 | 96 | 180 |
| Arizona | 33 | | 33 |
| California | 154 | 153 | 307 |
| Colorado | 26 | 13 | 39 |
| Connecticut | 130 | 101 | 231 |
| Delaware | 4 | 29 | 33 |
| District of Columbia | 19 | 26 | 45 |
| Florida | | 15 | 15 |
| Georgia | 79 | 42 | 121 |
| Illinois | 512 | 381 | 893 |
| Indiana | 157 | 86 | 243 |
| Iowa | 191 | 111 | 302 |
| Kansas | 161 | 62 | 223 |
| Kentucky | 86 | 52 | 138 |
| Louisiana | 15 | 75 | 90 |
| Maine | | 61 | 61 |
| Maryland | 58 | 64 | 122 |
| Massachusetts | 683 | 327 | 1,010 |
| Michigan | 339 | 136 | 475 |
| Minnesota | 170 | 130 | 300 |
| Mississippi | 14 | 14 | 28 |
| Missouri | 271 | 139 | 410 |
| Montana | 12 | 9 | 21 |
| Nebraska | 105 | 75 | 180 |
| New Hampshire | 26 | 47 | 73 |
| New Jersey | 141 | 151 | 292 |
| New York | 851 | 247 | 1,098 |
| North Carolina | 88 | 191 | 279 |
| North Dakota | 90 | | 90 |
| Ohio | 763 | 246 | 1,009 |
| Oklahoma | 82 | | 82 |
| Oregon | 20 | | 20 |
| Pennsylvania | 885 | 701 | 1,586 |
| Rhode Island | | 69 | 69 |
| South Carolina | 56 | 16 | 72 |
| South Dakota | 60 | 33 | 93 |
| Tennessee | 96 | 40 | 136 |
| Texas | 50 | 160 | 210 |
| Utah | | 18 | 18 |
| Virginia | 159 | 140 | 299 |
| Washington | 31 | 27 | 58 |
| West Virginia | 38 | 6 | 44 |
| Wisconsin | 102 | 162 | 264 |
| Total* | 6,841 | 4,451 | 11,292 |

*The total number of usable questionnaires was 11,130.

APPENDIX D
RESPONSES OF STUDENTS IN AHA MEMBER AND NONMEMBER SCHOOLS,
BY REGION AND STATE

| Region and state | Member | | Nonmember | | No response | Total | |
|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | No. | % |
| **New England** | | | | | | | |
| Connecticut | 125 | 1.8 | 93 | 2.2 | 1 | 219 | 2.0 |
| Maine | 59 | 0.9 | 0 | 0.0 | 0 | 59 | 0.5 |
| Massachusetts | 679 | 9.9 | 325 | 7.6 | 0 | 1,004 | 9.0 |
| New Hampshire | 27 | 0.4 | 46 | 1.1 | 0 | 73 | 0.7 |
| Rhode Island | 0 | 0.0 | 69 | 1.6 | 0 | 69 | 0.6 |
| **Middle Atlantic** | | | | | | | |
| New Jersey | 138 | 2.0 | 146 | 3.4 | 0 | 284 | 2.6 |
| New York | 840 | 12.3 | 246 | 5.8 | 0 | 1,086 | 9.8 |
| Pennsylvania | 881 | 12.9 | 693 | 16.2 | 0 | 1,574 | 14.2 |
| **South Atlantic** | | | | | | | |
| Delaware | 4 | 0.1 | 29 | 0.7 | 0 | 33 | 0.3 |
| District of Columbia | 19 | 0.3 | 26 | 0.6 | 0 | 45 | 0.4 |
| Florida | 0 | 0.0 | 15 | 0.3 | 0 | 15 | 0.1 |
| Georgia | 79 | 1.2 | 42 | 1.0 | 0 | 121 | 1.1 |
| Maryland | 57 | 0.8 | 64 | 1.5 | 0 | 121 | 1.1 |
| North Carolina | 109 | 1.6 | 167 | 3.9 | 0 | 276 | 2.5 |
| South Carolina | 58 | 0.8 | 14 | 0.3 | 0 | 72 | 0.6 |
| Virginia | 158 | 2.3 | 139 | 3.3 | 0 | 297 | 2.7 |
| West Virginia | 37 | 0.5 | 6 | 0.1 | 0 | 43 | 0.4 |
| **East North Central** | | | | | | | |
| Illinois | 505 | 7.4 | 373 | 8.7 | 1 | 879 | 7.9 |
| Indiana | 157 | 2.3 | 85 | 2.0 | 0 | 242 | 2.2 |
| Michigan | 333 | 4.9 | 134 | 3.1 | 0 | 467 | 4.2 |
| Ohio | 745 | 10.9 | 242 | 5.7 | 1 | 988 | 8.9 |
| Wisconsin | 103 | 1.5 | 158 | 3.7 | 0 | 261 | 2.3 |
| **East South Central** | | | | | | | |
| Alabama | 81 | 1.2 | 96 | 2.2 | 0 | 177 | 1.6 |
| Kentucky | 84 | 1.2 | 52 | 1.2 | 0 | 136 | 1.2 |
| Mississippi | 15 | 0.2 | 0 | 0.0 | 0 | 15 | 0.1 |
| Tennessee | 95 | 1.4 | 39 | 0.9 | 0 | 134 | 1.2 |
| **West North Central** | | | | | | | |
| Iowa | 182 | 2.7 | 109 | 2.5 | 0 | 291 | 2.6 |
| Kansas | 159 | 2.3 | 59 | 1.4 | 0 | 218 | 2.0 |
| Minnesota | 169 | 2.5 | 123 | 2.9 | 0 | 292 | 2.6 |
| Missouri | 267 | 3.9 | 137 | 3.2 | 0 | 404 | 3.6 |
| Nebraska | 106 | 1.5 | 74 | 1.7 | 0 | 180 | 1.6 |
| North Dakota | 87 | 1.3 | 0 | 0.0 | 0 | 87 | 0.8 |
| South Dakota | 60 | 0.9 | 32 | 0.7 | 0 | 92 | 0.8 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| West South Central | | | | | | | |
| Louisiana | 15 | 0.2 | 75 | 1.8 | 0 | 90 | 0.8 |
| Oklahoma | 81 | 1.2 | 0 | 0.0 | 0 | 81 | 0.7 |
| Texas | 50 | 0.7 | 148 | 3.5 | 0 | 198 | 1.8 |
| Mountain | | | | | | | |
| Arizona | 33 | 0.5 | 0 | 0.0 | 0 | 33 | 0.3 |
| Colorado | 22 | 0.3 | 13 | 0.3 | 0 | 35 | 0.3 |
| Montana | 12 | 0.2 | 9 | 0.2 | 0 | 21 | 0.2 |
| New Mexico | 0 | 0.0 | 1 | * | 0 | 1 | * |
| Utah | 0 | 0.0 | 18 | 0.4 | 0 | 18 | 0.2 |
| Pacific | | | | | | | |
| California | 150 | 2.2 | 147 | 3.4 | 0 | 297 | 2.7 |
| Oregon | 20 | 0.3 | 0 | 0.0 | 0 | 20 | 0.2 |
| Washington | 31 | 0.4 | 27 | 0.6 | 0 | 58 | 0.5 |
| Total reporting | 6,832 | 100.0 | 4,271 | 100.0 | 3 | 11,106 | 100.0 |
| Total nonreporting | | | | | | 24 | |

*Less than 0.1 percent.



63

## APPENDIX E

## CLASSIFICATION OF STATES, BY REGION

**New England**
Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

**Middle Atlantic**
New Jersey
New York
Pennsylvania

**South Atlantic**
Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

**East North Central**
Illinois
Indiana
Michigan
Ohio
Wisconsin

**East South Central**
Alabama
Kentucky
Mississippi
Tennessee

**West North Central**
Iowa
Kansas
Missouri
Nebraska
North Dakota
South Dakota

**West South Central**
Arkansas
Louisiana
Oklahoma
Texas

**Mountain**
Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

**Pacific**
Alaska
California
Hawaii
Oregon
Washington

APPENDIX F

INSTITUTIONS THAT GRANT SENIORS CREDIT HOURS TOWARD A DEGREE

NEW ENGLAND

Massachusetts
Anna Maria College
Boston College
Boston State College
Boston University
Fitchburg State College
Northeastern University
Salem State College
University of Massachusetts at Boston

Rhode Island
Rhode Island College
Salve Regina College

Connecticut
Central Connecticut State College
St. Joseph College
Southern Connecticut State College
University of Bridgeport

MIDDLE ATLANTIC

New York
Adelphi University
Alfred University
City College of New York-City College
City College of New York-Hunter College
City College of New York-Richmond College
D'Youville College
Long Island University-C. W. Post Center
Marymount College
Marymount Manhattan College
Niagara University
Pace College-Westchester
Queens College
St. Francis College
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York-Downstate Medical Center
State University of New York-Upstate Medical Center
Syracuse University

New Jersey
Jersey City State College
Seton Hall University

Pennsylvania
Bloomsburg State College
Cedar Crest College
Millersville State College
Pennsylvania State University
Temple University-Health Sciences Center
University of Pennsylvania
University of Pittsburgh
Wilkes College

SOUTH ATLANTIC

Delaware
University of Delaware

Maryland
Bowie State College

District of Columbia
Howard University

Virginia
Virginia Commonwealth University

North Carolina
Duke University
East Carolina University
Queens College

South Carolina
Bob Jones University
Francis Marion College
University of South Carolina

Georgia
Emory University
Georgia State University
University of Georgia

EAST NORTH CENTRAL

Ohio
Case Western Reserve University
Cleveland State University
College of Mount St. Joseph-on-the-Ohio
Kent State University
Ohio State University
Ohio University
University of Cincinnati
University of Toledo
Wright State University

Indiana
Indiana State University-Evansville
University of Indiana-Indianapolis

Illinois
Illinois College
Northern Illinois University
Northwestern University
University of Illinois-Champaign-Urbana
University of Illinois-Chicago Circle
Wheaton College

Michigan
C. S. Mott Community College
Michigan State University
Northern Michigan University
University of Detroit
University of Michigan-Dearborn
Wayne State University

Wisconsin
Alverno College
University of Wisconsin-Madison
Wisconsin State University-Oshkosh

EAST SOUTH CENTRAL

Tennessee
Vanderbilt University

Alabama
Samford University
University of Alabama in Birmingham

WEST NORTH CENTRAL

Minnesota
St. Paul Bible College

Iowa
Coe College
Drake University
Iowa State University
Iowa Wesleyan College
Luther College
Marycrest College
University of Iowa
University of Northern Iowa

Missouri
Florissant Valley Community College
St. Louis University
University of Missouri-Columbia
University of Missouri at Kansas City
University of Missouri at St. Louis

North Dakota
North Dakota State University

Nebraska
Creighton University
Nebraska Wesleyan University

Kansas
Sacred Heart College
Sterling College
Washburn University of Topeka
Wichita State University

WEST SOUTH CENTRAL

Louisiana
Louisiana State University at New Orleans

Oklahoma
Central State University
University of Tulsa

Texas
Hardin-Simmons University
Sam Houston State University
Texas Women's University
University of Texas-Austin
University of Texas-El Paso
University of Texas-San Antonio

MOUNTAIN

Montana
Montana State University

Colorado
Colorado Women's College
University of Colorado-Medical Center

Arizona
Arizona State University
University of Arizona

PACIFIC

Washington
University of Washington
Whitworth College

Oregon
University of Oregon-Medical Center

California
California State Polytechnic College
Cerritos College
Mount St. Mary's College
Sacramento State College
San Jose State College
Sonoma State University
University of Southern California